

Waco Independent School District

Cesar Chavez Middle School

2020-2021 Goals/Performance Objectives/Strategies



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Goals





Goal 1: Strengthen the quality of Tier 1 planning and instruction by aligning curriculum, lesson objectives, and assessments.

Performance Objective 1: The percentage of students who score at the "Meets" level will increase in Reading from 59% to 66% and Math from 63% to 70% by June 2021.

Evaluation Data Sources: STAAR Scores, District Based Assessments, Checkpoints

<p>Strategy 1: Revise the master schedule to allow vertical planning time for core content teams in Professional Learning Communities.</p> <p>Strategy's Expected Result/Impact: Ensure lesson alignment and professional development support through teacher modeling, data analysis, and lesson plan development</p> <p>Staff Responsible for Monitoring: Dean, Instructional Specialists, Principal</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Level 4: High-Quality Curriculum - Comprehensive Support Strategy</p>	Reviews			
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<p>Strategy 2: Provide one planning day for each core area prior to the beginning of each six week period.</p> <p>Strategy's Expected Result/Impact: Teachers will create lesson objectives, formative assessments, and exemplars that align to the rigor of the standard</p> <p>Staff Responsible for Monitoring: Dean, Instructional Specialists, Principal</p> <p>Title I Schoolwide Elements: 2.5 - ESF Levers: Level 2: Effective, Well-Supported Teachers, Level 4: High-Quality Curriculum - Comprehensive Support Strategy</p> <p>Funding Sources: Professional Development - Title 1 - \$30,000</p>	Reviews			
	Formative			Summative
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<p>Strategy 3: Students will have one-on-one data meetings with all core teachers following unit and district assessments.</p> <p>Strategy's Expected Result/Impact: Students will reflect and monitor their own progress and collaborate with the teacher on a plan for improvement</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialist, Principal</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Level 4: High-Quality Curriculum - Comprehensive Support Strategy</p>	Reviews			
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<p>Strategy 4: Schedule data analysis meetings with core teachers within a week following unit and district assessments.</p> <p>Strategy's Expected Result/Impact: Teachers will identify conceptual and procedural student misunderstandings to develop a specific reteach plan, feedback and coaching support will be provided based on the effectiveness of the data meeting</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialist, Principal</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 2: Effective, Well-Supported Teachers</p>	Reviews			
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<p>Strategy 5: Conduct teacher led one-on-one data meetings with grade level principal following district assessments.</p> <p>Strategy's Expected Result/Impact: Teachers will reflect and monitor their own progress and collaborate with the grade level principal on a plan for improvement</p> <p>Staff Responsible for Monitoring: Assistant Principals, Principal</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Comprehensive Support Strategy</p>	Reviews			
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<p>Strategy 6: Analyze walkthrough and observation teacher data to create professional development plans and prioritize teacher needs.</p> <p>Strategy's Expected Result/Impact: Identify action steps and create specific professional development plans for individual teachers and teams</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialist, Principal</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Effective, Well-Supported Teachers - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
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<p>Strategy 7: Provide opportunities for teachers to participate in learning walks to improve a problem of practice.</p> <p>Strategy's Expected Result/Impact: Teachers will collaborate with a peer and IS to discuss the demonstration lesson and reflect on practice</p> <p>Staff Responsible for Monitoring: Dean, Instructional Specialists</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Effective, Well-Supported Teachers</p>	Reviews			
	Formative			Summative
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<p>Strategy 8: Conduct leadership calibration walks.</p> <p>Strategy's Expected Result/Impact: Evaluate the implementation of lesson plans to identify patterns and trends to guide professional learning plans; aligned feedback plans</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialist, Principal</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
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



Strategy 9: Create professional development sessions as determined through multiple points of data. Strategy's Expected Result/Impact: Consistent expectations related to a campus-wide problem of practice Staff Responsible for Monitoring: Assistant Principals, Dean, Executive Director of Curriculum and PD, Instructional Specialist, Principal Title I Schoolwide Elements: 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Reviews			
	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Strengthen the quality of Tier 1 planning and instruction by aligning curriculum, lesson objectives, and assessments.

Performance Objective 2: Increase academic success of English Learners in grades 6-8 who score at the "Meets" level on STAAR from 30% to 40% in Math and 23% to 29% in Reading.

Evaluation Data Sources: District and Campus Assessments, STAAR Data





<p>Strategy 1: Establish a collaborative meeting schedule with the Waco ISD Bilingual department to determine best instructional practices, provide professional development, monitor implementation of practices, and adjust instructional plans.</p> <p>Strategy's Expected Result/Impact: Process or framework with clearly identified steps; visual progress monitoring graphics; instructional plans</p> <p>Staff Responsible for Monitoring: Executive Director of Professional Development, Dean, Principal</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
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<p>Strategy 2: Audit professional development records to determine which teachers and leaders are trained in Sheltered Instruction Observation Protocol (SIOP) or other language acquisition.</p> <p>Strategy's Expected Result/Impact: Identify staff training needs and create a SIOP training plan or other language acquisition plan for training</p> <p>Staff Responsible for Monitoring: Executive Director of Professional Development, Dean, Principal</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
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<p>Strategy 3: Emphasize academic vocabulary development and create anchor charts/visuals during Tier 1 Instruction.</p> <p>Strategy's Expected Result/Impact: Students will have greater access to instructional content, anchor charts displayed as appropriate in classrooms and hallways, increased student academic vocabulary in speaking and writing</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialist, Principal, ESL Aide(s)</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum</p>	Reviews			
	Formative			Summative
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<p>Strategy 4: Audit records to determine which teachers are ESL certified.</p> <p>Strategy's Expected Result/Impact: Create a professional development plan, partner with C& I to determine next steps</p> <p>Staff Responsible for Monitoring: Dean, Executive Director of Curriculum and Professional Development, Principal, Human Resources</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum</p>	Reviews			
	Formative			Summative
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<p>Strategy 5: Provide extended learning opportunities such as a English Learner Language Acquisition (ELLA) class for students who are at a beginning or intermediate level of proficiency according to TELPAS.</p> <p>Strategy's Expected Result/Impact: Increase language proficiency evidenced by TELPAS performance</p> <p>Staff Responsible for Monitoring: Dean, Principal</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Level 2: Effective, Well-Supported Teachers, Level 4: High-Quality Curriculum</p>	Reviews			
	Formative			Summative
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<p>Strategy 6: Provide professional development opportunities to target language proficiency and address speaking, listening, reading, and writing for EL students.</p> <p>Strategy's Expected Result/Impact: Increase instructional knowledge and skills related to language acquisition</p> <p>Staff Responsible for Monitoring: Bilingual Department, Dean, Executive Director of Curriculum and Professional Development, Instructional Specialists, Principal</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Level 1: Strong School Leadership and Planning, Level 4: High-Quality Curriculum</p>	Reviews			
	Formative			Summative
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<p>Strategy 7: Provide an English Learner paraprofessional to work with beginning and intermediate English learners within science, social studies and math classes.</p> <p>Strategy's Expected Result/Impact: Increased student achievement and language proficiency</p> <p>Staff Responsible for Monitoring: Dean</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Level 4: High-Quality Curriculum, Level 5: Effective Instruction</p>	Reviews			
	Formative			Summative
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<p>Strategy 8: Select resources as appropriate to supplement Tier 1, Tier 2, and Tier 3 instruction to better support EL learners.</p> <p>Strategy's Expected Result/Impact: Differentiated materials for varying lexile levels and math proficiency</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialist, Principal, ESL aide</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Level 2: Effective, Well-Supported Teachers, Level 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Strengthen the quality of Tier 1 planning and instruction by aligning curriculum, lesson objectives, and assessments.

Performance Objective 3: The percentage of students who receive special education services in grades 6-8 will increase Reading achievement from 3% to 19% and 8% to 23% in Math.





Evaluation Data Sources: District Based Assessment, Checkpoints, Class Grades, Let's Go Learn

<p>Strategy 1: Increase differentiated instruction based on the conceptual and procedural student misunderstandings as evidenced by student work.</p> <p>Strategy's Expected Result/Impact: Evidence of differentiation specific to student needs in the lesson and in instructional deliveries</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialist, Principal, SPED team</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
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<p>Strategy 2: Use Teachers Encyclopedia of Behavior Management from Safe and Civil schools to create action plans as needed.</p> <p>Strategy's Expected Result/Impact: Reduce the number of disciplinary referrals assigned to students receiving special education services</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialist, Principal, SPED Team</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Explore models of co-teach with general ed and sped teachers/paraprofessionals to determine effective approach of co-teach model.</p> <p>Strategy's Expected Result/Impact: Routine tailored instructional delivery methods to meet the unique needs of students receiving special education services within the classroom</p> <p>Staff Responsible for Monitoring: Dean</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
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<p>Strategy 4: Provide professional development on best strategies for differentiating instruction for special education students.</p> <p>Strategy's Expected Result/Impact: Increase student performance for students receiving special education services</p> <p>Staff Responsible for Monitoring: Dean, Executive Director of Curriculum and Professional Development, Instructional Specialists, Principal</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Funding Sources: - Title 1 - \$247,998</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Create a safe and supportive environment that advances the learning for every student.

Performance Objective 1: Ensure all facilities are safe and advance learning for every student.





Evaluation Data Sources: Parent Surveys, Parental Involvement Participation Rates

Strategy 1: Create a plan that outlines the roles and responsibilities of the threat assessment team. Strategy's Expected Result/Impact: Communicated plan that mitigates threats to student safety Staff Responsible for Monitoring: Assistant Principal, Principal Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Reviews			
	Formative			Summative
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Strategy 2: Identify strategies to evaluate the levels of threat risk and the appropriate response strategies. Strategy's Expected Result/Impact: Communicated plan to ensure a safe environment Staff Responsible for Monitoring: Assistant Principal, Principal Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers Funding Sources: - State Compensatory Education - \$361,964	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Ensure campus Emergency Operations Plan is in compliance with the district and state of Texas legislative requirements. Strategy's Expected Result/Impact: Campus EOP is in compliance with district and state requirements Staff Responsible for Monitoring: Assistant Principal, Principal Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: Ensure identification badges are in place. Strategy's Expected Result/Impact: Campus personnel can identify strangers to campus, student names identified to enhance school safety Staff Responsible for Monitoring: Principal Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5: Improve ratings on School-Wide PBIS Tiered Fidelity Inventory. Strategy's Expected Result/Impact: Improved fidelity of Tier 1 universal SWPBIS feature Staff Responsible for Monitoring: Assistant Principals, Dean, Foundations Team, Instructional Specialist, Principal Title I Schoolwide Elements: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction	Reviews			
	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Create a safe and supportive environment that advances the learning for every student.

Performance Objective 2: Coordinate community/business partnerships to benefit students, teachers, and community.

Evaluation Data Sources: Parent Surveys, Parental Involvement Participation Rates





Strategy 1: Establish expectations for student mentorship with partners in education. Strategy's Expected Result/Impact: Target specific skill development to support student learning Staff Responsible for Monitoring: Behaviors Specialist, Counselor, Principal Title I Schoolwide Elements: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Create a graphic of community programs and services provided for students. Strategy's Expected Result/Impact: Graphic that showcases community programs and services Staff Responsible for Monitoring: Behaviors Specialist, Counselor, Principal Title I Schoolwide Elements: 2.5, 3.1 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Evaluate strengths and opportunities of community partnerships. Strategy's Expected Result/Impact: Identify strategies to strengthen partnerships to enhance student performance Staff Responsible for Monitoring: Assistant Principals, Dean, Principal Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: Calendar 6-week progress monitor checks of Behavior RTI cases to evaluate the coordination of services and student performance to adjust plans. Strategy's Expected Result/Impact: Increased students served in Tier 1 instruction, reduced numbers of students requiring Tier 2 and Tier 3 interventions Staff Responsible for Monitoring: Principal, AP, Counselors, Behavior Specialist, Dean of Instruction Title I Schoolwide Elements: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Reviews			
	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Attract, identify, develop, support, and retain highly qualified teachers and staff to increase the percentage of teachers with more than five years of experience (68% with less than 5 years experience as reported in 2019 TAPR Report).

Performance Objective 1: Implement effective practices for recruiting, developing, and retaining highly qualified personnel.

Evaluation Data Sources: Teacher Turnover Rate, Number of Teachers Recruited, Teacher Satisfaction Surveys





<p>Strategy 1: Attend local job fairs and Baylor mock interview session to recruit highly qualified teachers.</p> <p>Strategy's Expected Result/Impact: Meet and set up interviews to recruit new highly qualified teachers in an effort to counteract and ultimately decrease teacher attrition (February-June)</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialists, Principal</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Deliberately partner new teachers with mentors most appropriate to their unique needs.</p> <p>Strategy's Expected Result/Impact: Build collegiality with new personnel and assist in acclimating first-year teachers to campus processes (August)</p> <p>Staff Responsible for Monitoring: Dean, Instructional Specialists</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Establish an onsite New Teacher Academy to provide intentional support and learning opportunities based on specific needs, patterns, and trends</p> <p>Strategy's Expected Result/Impact: Increased number of teachers returning after first year</p> <p>Staff Responsible for Monitoring: IS Barron, Dean, Principal</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Conduct "Stay Interviews" to evaluate overall job satisfaction and solicit feedback.</p> <p>Strategy's Expected Result/Impact: Identify strategies to retain staff and remove barriers</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Principal</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p>	Reviews			
	Formative			Summative
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Strategy 5: Develop informal and formal leadership capacity. Strategy's Expected Result/Impact: Clear mission, vision, and goals; clear roles and responsibilities; greater efficiency for teams; increased teacher engagement and satisfaction Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialists, Principal Title I Schoolwide Elements: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers - Comprehensive Support Strategy	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6: Increase frequency of observation and feedback cycles for novice staff. Strategy's Expected Result/Impact: Clear feedback, job-embedded professional development, and follow up plans Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialists, Principal Title I Schoolwide Elements: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Ensure student growth by providing enrichment opportunities that engages and inspires all students.

Performance Objective 1: The percentage of students meeting or exceeding expected growth will increase in reading from 59% to 66% and in math 63% to 70%.





Evaluation Data Sources: STAAR, DBA Data

<p>Strategy 1: Core teachers develop a reteach plan based on conceptual misunderstandings as evidenced in student work and monitor progress using a formative assessment.</p> <p>Strategy's Expected Result/Impact: 80% of students will meet or exceed growth goals, reteach plans</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialists, Principal, Core Teachers</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Monitor enrichment plan implementation and progress.</p> <p>Strategy's Expected Result/Impact: Calendar meetings every six weeks to monitor and respond to enrichment plan , intentional observation and feedback conversations scheduled based on enrichment lessons</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialists, Principal</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Use multiple data sources to identify students in need of enrichment and/or adjust existing interventions plans.</p> <p>Strategy's Expected Result/Impact: Increase expected growth percentage of students in meets and mastery level</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialists, Principal, Core Teachers</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Evaluate the number of AVID students who demonstrate college readiness by scoring at "Masters" level on assessments and STAAR.</p> <p>Strategy's Expected Result/Impact: Increased performance of students identified college and/or career ready</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialists, Principal, Teachers</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 5: Target specific students for acceleration to "Meets" and "Masters" based on student data.</p> <p>Strategy's Expected Result/Impact: Increase number of students who score "Meets" and Masters" on STAAR</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialists, Principal, Teachers</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Ensure student growth by providing enrichment opportunities that engages and inspires all students.

Performance Objective 2: Increase student growth through intervention opportunities that engages and inspires all students.

Evaluation Data Sources: STAAR Results





<p>Strategy 1: Review TELPAS data to identify ESL students in need of interventions and provide interventions through homerooms to students who are not progressing in at least one of the four TELPAS components. Strategy's Expected Result/Impact: Increase overall TELPAS points in Domain III Staff Responsible for Monitoring: Dean Title I Schoolwide Elements: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - Additional Targeted Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Utilize math labs to support students who have previously failed the math STAAR test. Strategy's Expected Result/Impact: Increase expected percentage of students in approaches and growth in mathematics Staff Responsible for Monitoring: Dean, Math IS Title I Schoolwide Elements: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Use reading labs to support students who have previously failed the reading STAAR test. Strategy's Expected Result/Impact: Increase expected percentage of students in approaches and growth in reading Staff Responsible for Monitoring: Dean, Reading IS Title I Schoolwide Elements: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Purchase resources, as needed, to support the reinforcement of priority TEKS within Tier 2 & Tier 3 instruction. Strategy's Expected Result/Impact: Use of the resources both in classroom and tutoring sessions, reading/math interventionist small groups, instructional aides pull outs. Improved DBA and STAAR scores in reading and math Staff Responsible for Monitoring: Dean, Instructional Specialists, Principal Title I Schoolwide Elements: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: Engage, inform, and build trust with students, staff, parents and community.

Performance Objective 1: We will implement internal and external communication systems to engage and inform, build trust, and develop partnerships with students, staff, and parents.

Evaluation Data Sources: Communication Documents, Parent Engagement Data

Strategy 1: Promote parent resource center located in reception area. Strategy's Expected Result/Impact: Increase usage of parent resource center Staff Responsible for Monitoring: Principal, Receptionist Title I Schoolwide Elements: 3.1, 3.2 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
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Strategy 2: Provide Spanish translators and Deaf Ed interpreters for parents at school events. Strategy's Expected Result/Impact: Improve parent communication through access of information Staff Responsible for Monitoring: Assistant Principals, Dean, Principal Title I Schoolwide Elements: 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum	Reviews			
	Formative			Summative
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Strategy 3: Ensure all communication regarding parent involvement opportunities is in English and Spanish. Strategy's Expected Result/Impact: Diverse representation at school events Staff Responsible for Monitoring: Assistant Principals, Dean, Principal Title I Schoolwide Elements: 3.1, 3.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Additional Targeted Support Strategy	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: Use Blackboard to communicate with parents through voice, text, and email in English and Spanish. Strategy's Expected Result/Impact: Increase parent awareness of events at CCMS Staff Responsible for Monitoring: Assistant Principals, Dean, Principal TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5: Research establishing a Parent Teacher Organization. Strategy's Expected Result/Impact: Begin a plan for establishing a PTO for 2021 Staff Responsible for Monitoring: Principal Title I Schoolwide Elements: 3.1 - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6: Host an eighth grade parent night in preparation for high school transition. Strategy's Expected Result/Impact: Provide information for a successful high school transition Staff Responsible for Monitoring: High school Counselors Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June





<p>Strategy 7: Partner with Communities in School to accelerate results for students through integrated through student support.</p> <p>Strategy's Expected Result/Impact: Evidence based approach adapted to meet CCMS unique needs, dropout prevention, increased attendance</p> <p>Staff Responsible for Monitoring: Counselors, Dean, Principal</p> <p>Title I Schoolwide Elements: 3.1 - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum - Comprehensive Support Strategy</p> <p>Funding Sources: - State Compensatory Education - \$30,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 8: Use social media platform (Facebook and Instagram) to keep parents consistently informed by spotlight learning and campus events.</p> <p>Strategy's Expected Result/Impact: Frequent communication using a variety of modes, updated digital platforms</p> <p>Staff Responsible for Monitoring: Assistant Principals, Principal</p> <p>Title I Schoolwide Elements: 2.5 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 9: Increase number of parents and community members on Campus Decision Making Committee.</p> <p>Strategy's Expected Result/Impact: Honoring the voice of the school community, diverse representation in decision-making</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Principal</p> <p>Title I Schoolwide Elements: 3.1 - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 10: Use CNS to provide food, snacks, and childcare for families to attend activities.</p> <p>Strategy's Expected Result/Impact: Increased parent attendance with nutrition, child care, and activities scheduled during meal times</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Principal</p> <p>Title I Schoolwide Elements: 3.1 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 6: Develop and implement plans, systems, and processes to improve campus A-F rating and remove "Comprehensive" label to ensure academic success for students.

Performance Objective 1: Develop campus instructional leaders (principal, dean, assistant principal, counselors, teacher leader) with clear roles, and responsibilities and provide leadership development to ensure campus leaders are equipped with the necessary tools and training to effectively lead.

Evaluation Data Sources: Increased Student Achievement on STAAR, Domain Indicators





<p>Strategy 1: Begin Phase 1 of Action Coaching from TIL (Texas Instructional Leadership) framework. Strategy's Expected Result/Impact: Observation and feedback calendars, observation and feedback scripts, improved leader and teacher performance Staff Responsible for Monitoring: Executive Director of Curriculum and Professional Development, Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Begin Phase 1 Data-Driven instruction training from (TIL) Texas Instructional Leadership framework for Principals and Leadership designee(s). Strategy's Expected Result/Impact: Assessment calendar, data meetings, reteach plans, feedback, and responsive professional development support Staff Responsible for Monitoring: Dean, Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Instructional leadership team will meet once a week to discuss campus-wide problems of practice, create response plans, monitor progress, and engage in professional learning. Strategy's Expected Result/Impact: Communicate goals, growth, needs, and strategies for improvement Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialists, Principal Title I Schoolwide Elements: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Conduct tri-year campus survey to gather perceptions on retention, culture, behavior, campus instruction, leadership. Strategy's Expected Result/Impact: Evaluate leadership practices in order to alter, adapt, or enhance campus processes Staff Responsible for Monitoring: Dean TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

<p>Strategy 5: Instructional leadership team conduct weekly learning walks to calibrate and analyze trends in instruction to identify campus-wide problems of practices to inform professional development plans.</p> <p>Strategy's Expected Result/Impact: Leader and teacher development, professional development plans, job-embedded professional development</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialists, Principal</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 6: Partner with district and campus leaders or consultants to engage in leadership professional development, glean information, and make adjustments to the instructional program.</p> <p>Strategy's Expected Result/Impact: Ensure instructional alignment with district and campus goals, written frameworks, processes and procedures, improved professional practice</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialists, Principal</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 6: Develop and implement plans, systems, and processes to improve campus A-F rating and remove "Comprehensive" label to ensure academic success for students.

Performance Objective 2: Meet TEA requirements for schools labeled as Targeted Improvement and/or Comprehensive.

Evaluation Data Sources: A-F Ratings, Federal Accountability Indicators, Targeted Improvement Plans Submitted to TEA

<p>Strategy 1: Contract with ESC 12 to train for campus leaders to understand A-F accountability system and clarify any misconceptions.</p> <p>Strategy's Expected Result/Impact: Campus leaders have a clear understanding of accountability system allowing them to identify areas of focus to improve and areas to leverage improvement in student achievement</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Professional Development, Principal</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Conduct review of data to identify instructional leverage points and verify all A-F accountability coding is accurate.</p> <p>Strategy's Expected Result/Impact: Student data coded and mined for A-F accountability will be an accurate account of student data and achievement</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Professional Development, Principal</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Facilitate data analysis meetings and provide feedback with core teachers.</p> <p>Strategy's Expected Result/Impact: A member from the leadership team will provide feedback and coaching support based on the effectiveness of the data meeting</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean, Instructional Specialists, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				