

RAFAEL CANTU MIDDLE SCHOOL CAMPUS IMPROVEMENT PLAN

2017-2018

Students First • Innovation • Collaborative Ownership • Diversity • Continuous Learning

Vision Statement

RAFAEL CANTU MIDDLE SCHOOL will prepare and inspire all students to be equipped to excel in the college and career of their choice, dominate 21st century skills in leadership, knowledge, language, and technology to compete in a global economy and serve as successful citizens in their community

Collective Commitments

We believe that we have the duty to foster opportunities for each student to build a legacy of success .

We, therefore, collectively commit to:

- ✓ Putting students first and inspiring innovation
- ✓ Taking ownership of a collaborative, educational partnership through student, parent, and civic engagement
- ✓ Understanding cultural diversity with the ability to relate effectively amidst varied cultures within a global economy
- ✓ Learning professionally for continuous improvement

Nondiscrimination Notice

RAFAEL CANTU MIDDLE SCHOOL does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

MISSION CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
Board of Trustees
2017-2018

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Curriculum & Instruction*

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*Assistant Superintendent
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DISTRICT GOALS

- GOAL 1.0** **Mission CISD Students demonstrate academic success through a curriculum that is well balanced, appropriate, and relevant to the real world in order to be college and career ready.**
- GOAL 2.0** **All stake holders understand the district's mission and vision and are actively involved in providing service to our family and community to ensure the education of our students.**
- GOAL 3.0** **Mission CISD has a plan to address the efficient operations of District facilities, safe environment, integration of technology, and fiscal responsibility.**
- GOAL 4.0** **A process is in place that assures quality and highly effective personnel will be recruited, developed, and retained as part of our Mission CISD team.**

RAFAEL CANTU MIDDLE SCHOOL

Roster by Grouping

2017-2018

Campus Based Professional Staff

Ana Lisa Flores, Principal
Gina Alvarez, Assistant Principal
Alejandro Rodriguez, Assistant Principal

Non-Teaching

Diane Whiting
Instructional Assessment Strategist

Joy Cain
LSSP

District Level Professional Staff

Judy Rodriguez
Social Studies

Teachers (Secondary)

Vanessa Guerra
Manuel Villarreal
Catalina Gomez
Gracie Ortiz
Alicia Ruiz
Rosangela Ramos
Becky Muniz
Frances Alanis

Non Teaching (Secondary)

None

Business Representatives

None

Parents

None

Community Representatives

None

None

CAMPUS IMPROVEMENT PLAN**Directory**

NAME	TITLE
Ana Lisa Flores	Principal
Alejandro Rodriguez	Assistant Principal
Gina Alvarez	Assistant Principal
Diane Whiting	Instructional Assessment Strategist
Jessica De La Garza	Counselor 8th Grade
Ruben Magallan	Counselor 7th Grade
Melva Perez	Counselor 6th Grade
Lisa Amaya	Librarian
Belma Munoz	Activities Clerk
Michelle Garza	ELAR Academic Coach
Laura Alvarez	Math Academic Coach
Eric Cano	P E Coach/ Athletics
Debra Esquivel	P E Coach/ Athletics
Hector Rodriguez III	P E Coach/ Athletics
Roxana Salinas	P E Coach/ Athletics
Anthony Saenz	Athletic Trainer
Joy Cain	LSSP
Lorena Aldaz	ELAR Teacher
Olinda Noyola	ELAR Teacher
Isaac Guerrero	ELAR Teacher
Jessica Hanley	ELAR Teacher
Alicia Ruiz	ELAR Teacher
Cynthia Sanchez	ELAR Teacher
Rosangela Ramos	ELAR Teacher
Jacklyn Pena	Elective Teacher
Daniel Reyna	Elective Teacher
Erica Santana	Elective Teacher
Adrian Ibarra	Elective Teacher
Jose Barrera	Band Teacher
Evangelina Guerra	Choir Teacher
Francis Alaniz	Art Teacher
Monica Ibarra	ESL Teacher
Albert Gonzalez	Math Teacher
Vaneesa Guerra	Math Teacher
Catalina Gomez	Math Teacher

CAMPUS IMPROVEMENT PLAN**Directory Cont.**

NAME	TITLE
Manuel Villarreal	Science Teacher
Jason Castillo	Social Studies Teacher
Roy Hinojosa	Social Studies Teacher
Lizbeth Sanchez	ELAR Teacher
Nichol Morales	Math Teacher
Deanna Resendez	Math Teacher
Celina Gonzalez	Science Teacher
Gracie Ortiz	Science Teacher
Jaime de la Garza	Social Studies Teacher
Phillp Pray	Social Studies Teacher
Yaired Gonzalez	Dyslxia Teacher
Ysabel Garza	ELAR Teacher
Jose Delgado	Math Interventionist, Algebra & Geometry Teacher
Sandra Salazar	Math Teacher
Mayte Flores	Science Teacher
Ronnie Mehis	Science Teacher
Cecilia Lopez	Social Studies Teacher
Triana Rodriguez	Social Studies Teacher
Albert Sanchez	Band Teacher
Analisa Mercado	Elective Teacher
Christoval Barrera	Elective Teacher
Vanessa Ramos	Elective Teacher
Vanessa Casas	Nurse
Eunice Gallegos	CIS
Veronica Barreiro	Paraprofessional
Althea Cline	Paraprofessional
Eva Cortez	Paraprofessional
Jesus Estrada	Paraprofessional
Carlos Hinojosa	Paraprofessional
Abelardo Mercado	Paraprofessional
Jennifer Reyes	Paraprofessional
Grecia Cortina	Paraprofessional
Melina Villarreal	Paraprofessional
Steven Saenz	Paraprofessional
Crystal Villalon	Inclusion Teacher

CAMPUS IMPROVEMENT PLAN**Directory Cont.****NAME****TITLE**

Cecilia Castillo	ELAR Inclusion Teacher
Becky Muniz	Self Contained Sp Ed Teacher
Esmeralda Mendez	Math Inclusion Teacehr
Amy Newport	ELAR Teacher 2
Richard Cerrillo	Band Teacher
Magda Tijerina	ELAR Teacher
Samuel Gonzalez	Choir Teacher
Sandra Lopez	ELAR Teacher
Judy Rodriguez	Central Office Leadership
Gary Garcia	BIC Unit Sp Ed Teacher
Esmeralda Villarreal	Parent Laiason
Beatrice Alvarado	Nurse Asst.



COMPREHENSIVE NEEDS ASSESSMENT

CURRICULUM, INSTRUCTION, AND ASSESSMENT

- 1 Increase Vertical and Horizontal communication from the district level to the campus level and from each feeder grade level.
- 2 Implement Istation program for ELL Program.
- 3 Provide teachers with adequate training on working effectively with students with disabilities, differentiated instruction, and modifying curriculum and classwork.

DEMOGRAPHICS

- 1 Maintain positive behavior support for special education students to decrease discipline issues/removal to ISS/OSS.
- 2 Continue to decrease the number of Parent Denials to the ESL Program.
- 3 Continue to promote and increase Attendance to 97%

STUDENT ACHIEVEMENT

- 1 Target Special Education and LEP populations to promote educational growth through enrichment, tutoring, classroom instruction and allocation of resources.

STAFF QUALITY, RECRUITMENT AND RETENTION

- 1 Promote Response to Intervention (RTI) strategies to work with struggling students.
- 2 Provide ongoing professional development for teachers in order to impact student achievement.

SCHOOL CONTEXT AND ORGANIZATION

- 1 Provide parents with surveys to address the academic needs of their children.
- 2 Increase Parental Involvement for academic participation.

FAMILY AND COMMUNITY INVOLVEMENT

- 1 Schedule Parent meetings on state/federal testing requirements.
- 2 Have parent participation on meetings for Special Education and ELL programs.
- 3 Provide professional development on communication skills between parent and children.

TECHNOLOGY

- 1 Provide all teachers with trainings on computer programs and any applicable updates.
- 2 Train teachers on data analysis and provide opportunities for Professional Learning Communities to analyze data reports generated from any educational software.

SCHOOL CULTURE AND CLIMATE

- 1 Continue to Promote attendance and recognize students for their efforts and achievements.
- 2 Promote counseling and guidance program by focusing on building character program.
- 3 More opportunities for student, teachers and parent feedback by the use of surveys.
- 4 Continue implementing the use of surveys for teachers, students, and parents

School Wide Components

- 1 Comprehensive Needs Assessment
- 2 Reform Strategies
- 3 Instruction by Highly Qualified Teachers
- 4 High Quality Professional Development
- 5 Strategies to Attract HQ Teachers
- 6 Strategies to Increase Parental Involvement
- 7 Transition
- 8 Teacher Decision Making Regarding Assessments
- 9 Effective and Timely Assistance to Students
- 10 Coordination and Integration



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.1 Fully implement district approved curriculum.	Principal Teacher(s)	211 263 212 175 165 185 199 171	Daily	Daily review of walkthroughs Planning and Sharing Lesson plans CBAs Benchmarks Observations (formal and informal)	3,8,9, 10
1.1.2 Utilize multiple sources to address EOC/STAAR requirements. TAPR / System Safeguards	Principal Assistant Principal(s) Academic Strategist Reading Coach Teacher(s) Testing Strategist	165, 171, 175,185, 199, 211, 212,263	Daily	Daily review of walkthroughs, Planning and Sharing, Lesson Plans, CBA's, Benchmarks/Six Weeks Testing, Observations (Formal and Informal)	3,8,9, 10
1.1.3 Coordinate efforts to increase academic achievement for students participating in multiple programs.	Principal Assistant Principal(s) Academic Strategist Testing Strategist Teacher(s) Reading Coach	165, 171, 175,185, 199, 211, 212, 263	Daily	PLC agendas, walkthroughs by academic coaches and administration, Planning and Sharing	1,10
1.1.4 Provide instructional materials aligned to special program requirements and objectives. Provide working Microphone for Language Live Classes Keep headphones STARR Math Kurzweil	Principal Assistant Principal(s) Academic Strategist Reading Coach	165, 171, 175,185, 199, 211, 212, 263	Daily	Sign out sheets for materials/equipment	1,10
1.1.5 All students will graduate from High School.	Counselor(s) Principal Assistant Principal(s) Teacher(s)	165, 171, 175,185, 199, 211, 212, 216	Daily	STAAR/EOC Assessments, Formal and informal assessments	3,9,10



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OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.6 Review the lessons and unit tests for the upcoming six weeks period.	Teacher(s) Reading Coach Principal Academic Strategist Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	CBA's, Benchmark and Six weeks assessments, informal assessments	3,8,9, 10
1.1.7 Monitor the implementation of the curriculum to support campus staff.	Teacher(s) Principal Reading Coach Testing Strategist Special Ed Teacher(s) RTI Committee Migrant Strategist Academic Strategist	165,171,175,185, 199,211,212,263	Daily	Lesson Plans, Formal/informal evaluations, assessment results, PLC meetings	1,3,8, 9,10
1.1.8 Provide staff development/consultation for campus staff working with special education/At-Risk students exhibiting behavioral disorders during the school day that prohibits them of being academically successful.	Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Planning and Sharing, Observation Coordinations, Grade Levels	1,9,10
1.1.9 Purchase scientific-based research consumable resources aligned to STAAR curriculum to enhance instruction and better prepare our students for STAAR Assessment.	Principal Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Purchase Orders, Inventory of Resources	1,2,10
1.1.10 Contract an instructional coach that will guide and support reading and ELAR teachers by providing instructional modeling, planning and emphasis on the delivery of instruction using high yield instructional practices in an effort to increase learning and STAAR rigor preparation as teachers work with LEP, LEP/Special Education and other at-risk sub groups.	Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Formal observations, PLC agendas, Reading Coach schedule	3,5



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.11 Provide staff development activities and on-site technical and support on the State Accountability Program and its inherent drivers and incentives for each performance index. Analyze prior year student performance data in each content area and determine strengths and challenges in assessed areas. Assist campus leadership in the development of a data-driven improvement plan, including a campus-based progress monitoring system, to monitor teaching and learning.	Testing Strategist Academic Strategist Reading Coach Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Agenda, PLC sign-in, state accountability reports	10
1.1.12 Purchase supplies and resources necessary to implement curriculum	Principal Assistant Principal(s) Department Heads Testing Strategist Reading Coach Academic Strategist	165, 171, 175,185, 199, 211, 212, 263	Daily	Purchase Orders, Inventory of Resources	1,2,9, 10
1.1.13 Contract an instructional coach that will guide and support math and Math teachers by providing instructional modeling, planning and emphasis on the delivery of instruction using high yield instructional practices in an effort to increase learning and STAAR rigor preparation as teachers work with LEP, LEP/Special Education and other at-risk sub groups	Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Formal Observation	3,5
1.1.14 LEP/Special Education, Special Education and Migrant student progress will be monitored to include attendance, discipline, and academic performance. Students are mentored by campus administration, counselors and teachers through Project H.O.M.E.	Assistant Principal(s) Counselor(s) Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Mentoring Logs, Coordination Meetings,	9,10
1.1.15 * Provide early morning tutorials (Project EARLY BIRD) for LEP, Special Education, and Migrant Student Populations * Develop an incentive program for early bird tutorials	Assistant Principal(s) Principal Special Ed Teacher(s) Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Student sign-in sheets Instructional software reports	9,10
1.1.16 Special Education teachers and Administrators will attend The Arc of Texas Inclusion Conference.	Special Ed Teacher(s) Principal Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Certificate	2,4,9, 10



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.17 Acquire library resources to meet academic needs and support instructional programs.	Principal Librarian(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Purchase Orders	1,10
1.1.18 Promote student attendance by educating parents and providing incentives.	Principal Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Attendance reports	1
1.1.19 Students will test on books read through Accelerated Reader; Campus will promote program and provide incentives.	Librarian(s) Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Accelerated Reader Reports	10,9
1.1.20 Ensure all students in grades 6 - 8 have completed a 4 year graduation plan.	Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Personal Graduation Plan	9,7
1.1.21 Provide professional development to teachers in the area of Writing Strategies. * Writing Across the Curriculum * Diamond Tijerina	Assistant Principal(s) Reading Coach Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Agenda, sign-in sheets	1,9,10
1.1.22 Provide Professional Development for ELAR teachers. * GLAD Training * Laying the Foundations * GLAD Training * Lead 4ward	Assistant Principal(s) Principal Reading Coach	165, 171, 175,185, 199, 211, 212, 263	Yearly	Agenda, sign-in sheets	1,9,10
1.1.23 Provide Professional Development for Math teachers. * STEP up to TEKS * Using Learning Theories to Bring the TEKS to Life in the Classroom * Lead 4ward * Conference for Academic Math Teachers (CAMT)	Academic Strategist Assistant Principal(s) Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Agenda, sign-in sheets, training certificate	1,9,10
1.1.24 Provide Professional Development for Science teachers. * Kagan * Conference for Advancement of Science Teaching (CAST)	Testing Strategist Principal Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Agenda Sign-in sheets Conference Certificate	1,9,10
1.1.25 Provide Professional Development for Social Studies teachers. * Depth of Knowledge * GLADD Refresher * Kagan	Principal Testing Strategist Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Agenda, Sign-in sheets	1,9,10



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.26 Provide professional development for academic coaches. * Peer Coaching to Enrich Professional Practices, School Culture, and Student Learning	Principal Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Agenda, sign-in sheets	10
1.1.27 All incoming sixth graders will tour the school following Pre - Registration	Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Student Attendance	7
1.1.28 All incoming sixth graders will attend a sixth grade orientation in the Spring Semester of the previous school year	Principal Assistant Principal(s) Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Sign-In Student Attendance	7
1.1.29 All rising ninth graders will be bused to their receiving high school campus for a freshmen orientation	Principal Assistant Principal(s) Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Web Travel for Busing Student Attendance	7
1.1.30 Campus will participate in the CATE Orientation at Veterans Memorial School	Principal Assistant Principal(s) Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Web Travel for Busing Student Attendance	7
1.1.31 Utilize services of a Reading Specialist to improve the 504 and Dyslexia program using the Herman Method					1,9,4, 3



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.1 Provide appropriate Extended School Year services to students with disabilities who meet the criteria.	Principal ARD Committee	165, 171, 175,185, 199, 211, 212, 263	Yearly	Progress Monitoring Reports	9,10
1.2.2 Evaluate academic success of students participating in existing special programs (SPED & LEP).	Principal ARD Committee Assistant Principal(s) Reading Coach RTI Committee Teacher(s) Testing Strategist	165, 171, 175, 199, 211, 212, 263, 185	Daily	Testing Reports ARD paperwork Section 504 paperwork Report Cards Coordination Meetings STAAR Results Progress Monitoring Forms LPAC Minutes Assessments	1,8,10 ,9
1.2.3 Implement Response to Intervention (RTI) to address struggling student's needs.	Principal 504 Administrator Assistant Principal(s) RTI Committee	165, 171, 175,185, 199, 211, 212, 263	Daily	Progress Monitoring Reports Minutes	10,9
1.2.4 Follow district inclusion guidelines and best practice model.	Principal Special Ed Teacher(s) Assistant Principal(s) Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Teacher Schedules Inclusion Logs Student Schedules ARD Paperwork	2,10,9
1.2.5 Monitor special education discipline placements in ISS, OSS, and DAEP over the course of the year.	Assistant Principal(s) Principal	165, 171, 175,185, 199, 211, 212, 263	Daily	Discipline Reports	2,9
1.2.6 Provide assistance to student's suffering from an acute or chronic condition that impedes the student from achieving academic success through the district 504 program.	504 Administrator Assistant Principal(s) Principal	165, 171, 175,185, 199, 211, 212, 263	Daily	Committee Minutes Grades	9
1.2.7 Implement the special education child find process.	School Nurse	165, 171, 175,185, 199, 211, 212, 263	Daily	Nurse's Reports	9,10



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.8 Provide specific intervention materials for regular instruction, tutorials, and other interventions; provide incentives and snacks for participating students.	Assistant Principal(s) Principal Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Sign-in sheets Tutoring Logs Snack forms Lesson Plans Purchase Orders	1,9,10
1.2.9 Maintain and implement an intensive plan for instruction for students with disabilities and progress monitoring.	Special Ed Teacher(s) Principal	165, 171, 175,185, 199, 211, 212, 263	Daily	Hard Copy of Intensive Plan Instruction Progress Monitoring Reports	1,9,10
1.2.10 Implement reading intervention programs (Voyager, SRA, iStation) to aid students who are reading below grade level.	Principal Teacher(s) Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Program Reports Master Schedule	1,9,10



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 3 Sustain and improve a targeted, high quality coordinated professional development system.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.3.1 Provide professional development opportunities to support the use of existing educational technology and to train in the use of new educational technology.	Assistant Principal(s) Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Sign-ins Participation Certificate	10
1.3.2 Participate in professional development for administrators.	Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Participation Certificate	1,2,9, 10
1.3.3 Participate in the Texas Legal Digest and Texas Association of Secondary School Principals conference as part of professional staff development.	Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Participation Certificate	1,2,4, 6,8,9, 10
1.3.4 Provide opportunities for professionals, paraprofessionals and Instructional assessment strategist to attend local and state conferences. IAS will attend State Assessment Conference and counselors will attend Counseling and Guidance Professional Development Sessions..	Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Participation Certificate	10



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School Year: 2017-2018

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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 4 Use multiple sources of data to assess, guide, and strengthen instruction.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.1 * Evaluate local and state assessment results and plan accordingly.	Principal Assistant Principal(s) Academic Strategist Reading Coach Testing Strategist Teacher(s) Special Ed Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Every Six Weeks	Data Analysis Reports Data Binder Data Wall Aware Reports	1,9,8, 10
1.4.2 Based on areas of student weakness revealed through Data Analysis, develop activities and utilize resources during tutorials, enrichment, and other invention sessions	Academic Strategist Assistant Principal(s) Principal Reading Coach Special Ed Teacher(s) Testing Strategist Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Activities Resources Instructional Packets	2,9,10
1.4.3 Implement a systematic analysis of curriculum-based assessment and STAAR data for intentional instruction and intervention plans to be implemented during the school day.	Teacher(s) Testing Strategist Academic Strategist Reading Coach Principal Assistant Principal(s)	165, 171, 175, 185, 199, 211, 212, 263	Daily	Lesson Plans Data Analysis Reports	9,10
1.4.4 Implement the practice of a common planning time as part of the Master Schedule to allow all departments and teams to meet daily for lesson planning and development.	Assistant Principal(s) Principal	165, 171, 175, 185, 199, 211, 212, 263	Yearly	Master Schedule Teacher Schedule	2,5,10



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 5 Ensure availability of resources to implement changing systems of accountability.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.5.1 Foster campus understanding of new standards and key concepts within the state and federal accountability systems.	Principal Assistant Principal(s) Testing Strategist Reading Coach Academic Strategist	165, 171, 175, 185, 199, 211, 212, 263	Yearly	Agendas Sign-in Sheets Certificates	2,8,10
1.5.2 The Testing Strategist will attend Professional Development in order to interpret and evaluate the state assessments.	Testing Strategist Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Training Certificate Agendas Sign-in sheets	1



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 6 Improve communication between all district stakeholders.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.6.1 Use the school messenger system as a tool to communicate to parents	Assistant Principal(s) Principal	165, 171, 175,185, 199, 211, 212, 263	Daily	School Messenger Reports	6,9
1.6.2 Create a yearly school calendar to remind stakeholders of upcoming events. Included in this calendar are such things as: *Weekly Meetings (Grade Levels, PLC's and Department Planning) *Upcoming Horizontal/Vertical Meetings * District Professional Development *Planning and Sharing department meetings	Assistant Principal(s) Principal	165, 171, 175,185, 199, 211, 212, 263	Monthly	Calendar EMail	10,8
1.6.3 Assign a campus representative to the "Superintendent's Breakfast with the Teachers" to improve communication between Central Office and the campuses.	Principal	165, 171, 175, 185, 199, 211, 212, 263	Yearly	Sign-in Sheets	1



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 1 Continue to strengthen the community network that supports our mission statement.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.1.1 Improve community networking by implementing new methods and strategies.	Principal Parental Liaison Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Monthly	Parent liaison Binder (Sign-ins, agendas, minutes and evaluations)	6
2.1.2 Expand community education opportunities through educational partnerships and participation in community activities.	Parental Liaison Assistant Principal(s) Principal Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Parent Involvement Binder, flyers/invitations	6
2.1.3 Recognize parent volunteers, community and business leaders who support a variety of district/campus activities.	Principal Parental Liaison Counselor(s) Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Parent Liaison Binder, certificates	6
2.1.4 Promote attendance of parental conferences addressing state and federal academic requirements to improve student achievement and parent accountability.	Parental Liaison Principal Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Parental Liaison Binder, School Messenger Report	6
2.1.5 Increase opportunities to communicate with community through positive notes/letters sent to parents in an effort to foster a positive relationship and promote cooperation and responsibility for their children's education. Partnerships through HEB/Wal-Mart and other local businesses such as Saenz Hardware.	Principal Assistant Principal(s) Parental Liaison Teacher(s) Campus Computer Technician	165, 171, 175,185, 199, 211, 212, 263	Daily	Parent Logs, School Messenger Report, Emails, Flyers	6



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OBJ 1 Continue to strengthen the community network that supports our mission statement.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.1.6 Participate in district, community and campus activities such as but not limited to *Yearly Career Fair * 3rd Annual Palmhurst National Night Out * Nutrition Classes for Parents * Fall Festival *Teach Parents to Read *Teach English -Parenting Skills/Training -Violence/Safety -Suicide Prevention -Conflict Resolution -Bullying	Counselor(s) Assistant Principal(s) Principal Parental Liaison Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Parent Liaison binder, School Messenger Report, Flyers	6
2.1.7 Promote and make parents aware of the Campus Parent Conference so that more parents will be able to be involved and participate.	Assistant Principal(s) Principal Parental Liaison Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Parent Liaison Binder, School Messenger report, phone call logs	6
2.1.8 Promote and encourage parents to participate not only in the Campus Parent Conference but also in any other parent awareness meeting and conferences held by the District or Region One.	Counselor(s) Parental Liaison Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	School Messenger Report, Flyers	6



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 2 Expand plan to encourage more active participation at all campuses.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.2.1 Disseminate a Parental Involvement Policy that addresses how parents can be actively involved at the campus level.	Principal Assistant Principal(s) Parental Liaison	165, 171, 175,185, 199, 211, 212, 263	Yearly	Campus meeting with DAC committee.	6
2.2.2 Conduct parent trainings on successful practices needed to assist students in meeting state and federal accountability standards.	Parental Liaison Teacher(s) Assistant Principal(s) Principal Testing Strategist	165, 171, 175,185, 199, 211, 212, 263	Monthly	Parent Liaison Binder	6
2.2.3 Provide literacy initiatives for parents and community members to foster and promote a united partnership in education.	Parental Liaison Assistant Principal(s) Principal Counselor(s) Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Parent Liaison Binder	6
2.2.4 Ensure representation of community members and parent involvement in the educational decision-making process as mandated by the state and federal guidelines.	Parental Liaison Assistant Principal(s) Principal Testing Strategist	165, 171, 175,185, 199, 211, 212, 263	Each Semester	Flyers, Parent Liaison Binder, Assessment reports	6
2.2.5 Develop targeted initiatives to increase parental involvement at all campus.	Parental Liaison Assistant Principal(s) Principal Counselor(s) Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Parent Liaison binder, flyers, Logs (phone calls/home visits)	6



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 2 Expand plan to encourage more active participation at all campuses.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
<p>2.2.6 * Continue to Dissiminate Policy during verification/registration week and throughout the year as students enroll in school. * Continue to require students, parents, and teachers to sign the campus Student, Parent and Teacher Compact. * Continue to assist students and parents with the compact contract so that they may understand the significance of students, parents and teachers working together in order to create success.</p>	Parental Liaison	165, 171, 175,185, 199, 211, 212, 263	Daily	Reports to monitor/review Registration status	6
<p>2.2.7 * Inform parents of the different STAAR/EOC assessment and its impact on student achievement. * Conduct parent trainings on best practices needed by students in order to ensure academic success for their children. * Coordinate activities based on parent surveys to maximize participation and parental involvement on campus. * Teach parents how to interpret STARR Data (New Reports may not be easy to read)</p>	Principal Teacher(s) Counselor(s) Testing Strategist Parental Liaison	165, 171, 175,185, 199, 211, 212, 263	Monthly	Assessment reports, Parent conferences, Parent Liaison binder, Logs (phone calls/home visits)	6
<p>2.2.8 Host parent meetings throughout the year to promote parent/student relationships in an effort to address other issues such as State and Federal requirements, content expectations and other school issues addressing the academic needs of students.</p>	Principal Parental Liaison Testing Strategist Counselor(s) Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Parent Liaison binder, Logs (phone call/home visits), meetings/conferences	6
<p>2.2.9 * Continue to invite and encourage parents to participate in the campus SBDM, Campus DEIC, LPAC and ARD committee and in the development/revsions of the the Student/Parent/Teacher Compact Form. * Continue to invite parents to participate in parents surveys in an effort to assist with the educational needs of their children.</p>	Assistant Principal(s) Principal Special Ed Teacher(s) SBDM Committee ARD Committee LPAC Coordinators Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Monthly	Parental Liaison binder, reports	6



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 2 Expand plan to encourage more active participation at all campuses.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
<p>2.2.10 Implement an effective Parent/Teacher Organizatin to foster a relationship between parents and teachers in an effort to assist and meet the academic needs of students.</p> <p>* Invite parents for meetings with the principal to discuss issues affecting students.</p> <p>* Host community meetings during the day to address issues such as discipline, bullying, state assesments and other topics pertinent to student success.</p>	<p>Assistant Principal(s)</p> <p>Principal</p> <p>Parental Liaison</p> <p>Teacher(s)</p> <p>Counselor(s)</p>	<p>165, 171, 175,185, 199, 211, 212, 263</p>	<p>Daily</p>	<p>Parent Liaison binder, reports pertaining to student</p>	<p>6</p>



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 3 Expand the communication effort with the community.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.3.1 Ensure all parent communications are in a format and language parents will understand.	Parental Liaison Counselor(s) Principal Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Each Semester	Flyers, Parent Liaison binder	6
2.3.2 Implement emerging technologies for expanding and improving communication with the community. (Ongoing use of Tyler 360) Teachers can get trained to use teacher websites (Technology)	Parental Liaison Assistant Principal(s) Principal Campus Computer Technician	165, 171, 175,185, 199, 211, 212, 263	Yearly	Parent Portal, emails, School Messenger Report, school website	6
2.3.3 Utilize parental involvement personnel to advocate positive communications between the community and campus.	Parental Liaison	165, 171, 175,185, 199, 211, 212, 263	Daily	Parent Liaison binder	6
2.3.4 Continue to send all campus memos, letters and reports in the parents' preferred language.	Parental Liaison Principal Teacher(s) Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Parent Liaison Binder	6
2.3.5 Continue to promote the Campus Parent Portal in an effort to continue fostering the communication with parents. Provide training for parents on uses into parent portal	Parental Liaison Campus Computer Technician Assistant Principal(s) Counselor(s) Principal Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	School Messenger report, flyers, emails/phone calls	6



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 3 Expand the communication effort with the community.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
<p>2.3.6 * Hold Parental Liaison personnel accountable for parent participation, increased participation of parents in meeting and increase of parent volunteer hours to the campus.</p> <p>* Hold Parental Liaison personnel accountable for the collections of Parent Logs from teachers and to foster a good relationship with all stakeholders.</p> <p>* Utilize the Parental Liaison to make parents phone calls of students that are consistently absent to school.</p> <p>* Invite parents to campus to discuss with administrators/counselors issues that may be affecting their children in schools.</p> <p>* Tyler 360</p>	<p>Parental Liaison</p> <p>Teacher(s)</p> <p>Counselor(s)</p> <p>Assistant Principal(s)</p> <p>Principal</p>	<p>165, 171, 175,185, 199, 211, 212, 263</p>	<p>Daily</p>	<p>Parent Liaison Binder, attendance reports, home visits, conferences</p>	<p>6</p>



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 1 Develop an action plan that addresses district growth and facilities needs.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.1.1 Notify Director of Maintenance regarding issues impacting campus security and safety.	Principal	165, 171, 175,185, 199, 211, 212, 263	Daily	Workorder Email correspondence	1
3.1.2 Address security and safety audit findings through submission of workorders as related to the safety and security issue.	Principal	165, 171, 175,185, 199, 211, 212, 263	Daily	Workorders	1
3.1.3 Review completed campus workorders to ensure that issues were addressed as necessary.	Principal	165, 171, 175,185, 199, 211, 212, 263	Daily	Workorders Inspection of area of concern	1
3.1.4 Maintain and beautify the facilities.	Principal	165, 171, 175,185, 199, 211, 212, 263	Daily	Workorders	1



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 2 Establish plans for replacing facilities, equipment, furniture, and technology.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.2.1 Continue with a needs assessment to determine obsolete equipment, furniture, facilities, and technology.	Principal Campus Computer Technician Teacher(s)	165, 171, 175, 185, 199, 211, 212, 263	Daily	Staff Reports Workorders Surveys Purchase Orders Inventory Reports	1



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 3 Provide a well-defined plan to promote a safe and secure environment for students and staff.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.3.1 Regular inspection of overall campus facility	Assistant Principal(s) Principal	165, 171, 175,185, 199, 211, 212, 263	Each Semester	Work orders	10
3.3.2 Ensure applicable staff receives training in responding to an emergency.	Assistant Principal(s) Principal School Nurse Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	verbalized knowledge in role of emergency plan	10
3.3.3 Provide mandatory school drills to prepare students and employees for responding to an emergency.	Assistant Principal(s) Principal Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Monthly	Drill times	10



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 4 Implement the comprehensive counseling and guidance program to directly impact the achievement and well-being of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.4.1 Deliver classroom guidance lessons.	Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Weekly	Monthly Counseling Calendars	1,9
3.4.2 Attend regularly scheduled district counselors' meetings in order to meet the needs of guidance and counseling department.	Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Monthly	Meeting Agenda Sign in sheets	1,9
3.4.3 Conduct weekly responsive services through individual and group sessions as needed.	Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Weekly	Monthly Counselors' Calendar Counselor logs	1,9,10
3.4.4 Assist students in selecting their high school endorsement.	Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Monthly	Personal Graduation Plan Student Interest Inventories	10,9
3.4.5 Conduct individual meetings with students to develop a Personal Graduation Plan.	Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Personal Graduation Plan Reports	9,10,7
3.4.6 Participate in planning sessions designated to coordinate student counseling services and activities.	Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Weekly	Meeting Minutes Agenda Counselor Logs	9,10,1
3.4.7 Attend Counselor Professional Development Conferences throughout the year.	Counselor(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Conference Certificate	4,9
3.4.8 Use school marquee to contact parents for emergency situation/ weather, school calender	Assistant Principal(s) Community Liaison Counselor(s) Principal Teacher(s)	165, 171, 175, 185, 199, 211, 212, 263	Weekly	School Weather Calender	1,9
3.4.9 Have marquee sign updates and maintenance for emergencies	Assistant Principal(s) Principal	165, 171, 175, 185, 199, 211, 212, 263	Weekly	Maintenance	1,9
3.4.10 Tyler Communication Log	Assistant Principal(s) Principal Teacher(s)	165,171, 175, 185, 199, 211, 212, 263	Weekly		1,9



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

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MISSION CISD

GOAL 3 EFFICIENT OPERATIONS

OBJ 5 Provide intervention strategies that support the safety and wellness of the students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.5.1 Review, revise, and implement the Drop Out Recovery Program.	Principal Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Daily	Leaver report	10,9,1
3.5.2 Ensure campus representative attends monthly leaver meetings to ensure all potential drop outs are monitored.	Assistant Principal(s) Principal	165, 171, 175,185, 199, 211, 212, 263	Monthly	Leaver data	10



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 6 Create a technology committee to periodically review district instructional programs to evaluate all the district software.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
<p>3.6.1 Participate and assessment and analysis of campus technology needs to support implementation of instructional technology by campus/departments (LRP 3.6).</p> <ul style="list-style-type: none"> • Hardware • Network Infrastructure • Software Integration • Support Staff • System Management Resources • Renew Licenses • Calculators *Computers *3D Printer * Interwrite Tablets *Document Cameras *Projectors *TV's *V-Brick *Headphones *On going accessories for Zspace (pens stylus, 3D controller glasses, passenger glasses *Android Tablets (Teacher Set) *Lap Tops (Teacher Set) *Accessories for smart boards and inter-write tablets *i.e. pens, batteries (and replacements) *Chrome books (class sets) 	<p>Campus Computer Technician</p> <p>Computer Lab Proctor</p> <p>Librarian(s)</p> <p>Academic Strategist</p> <p>Assistant Principal(s)</p> <p>Principal</p>	<p>165, 171, 175,185, 199, 211, 212, 263</p>	<p>Yearly</p>	<p>Feedback, Reports, Inventory, & Needs Assessment.</p>	<p>1,10</p>



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 6 Create a technology committee to periodically review district instructional programs to evaluate all the district software.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.6.2 Continue to purchase technology support equipment in order to facilitate the implementation software / hardware technology across the curriculum in order to support the following programs/initatives SRA (Sp Ed.) Kursweil Training I Station Middle Galaxy Accelerated Reader Brain Pop TELPAS STAAR PSAT and other mandated computer activities Hour of Coding 8th Grade Technology Test Imagine Math Voyager / Journey Britannica Online School Edition Class Link EBSCO Freedom Flix/Science Flix Power Videos World and I Kids Destiny Study.com Virtual Job Shadow MyOn McGraw Hill Online Learning .com Zspace Exploreus (oros) FLL Cast Venngage Scratch	Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Reports, Feedback, & Needs Assessment	1,9,10
3.6.3 Continue to update and / or purchase new computers, software, and hardware to meet student academic expectations and campus and classroom technology schematic expectations such as projectors, document cameras, TV's,	Campus Computer Technician Computer Lab Proctor Principal Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Fixed assets Disposal Inventory, Requirements of Individual Software Programs, District Initiatives, & Teacher Survey of Technology.	1,10,9



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 7 Conduct more campus-based staff development in order to expedite the use of technology by all stakeholders.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.7.1 Continue to implement, train, and support on instructional technology applications such as, I-station, Student Information Systems, Accelerated Reader, TEMS Gradebook, Aware Analysis, Wireless Digital Tablets, Online Professional Development, MSTAR. & Imagine Math Training for goggle classroom TCEA Trainings (Conference) Region 1 Technology Conference	Principal Campus Instructional Technologist Computer Lab Proctor Assistant Principal(s) Academic Strategist Reading Coach	165, 171, 175,185, 199, 211, 212, 263	Yearly	Reports, Agendas, Sign In, Certification Completion, & Reports Monitoring.	1,4,10
3.7.2 Monitor the school Attendance, PEIMS and Discipline information.	Assistant Principal(s) Principal	165, 171, 175,185, 199, 211, 212, 263	Daily	Reports (Attendance, PEIMS, and Discipline)	1,9
3.7.3 Attend master scheduling meetings.	Principal Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Monthly	Sign in	1,9,10
3.7.4 Continue to implement, train, and support on goggle classroom TCEA training (conference) Region 1 Technology Conference	Assistant Principal(s) Principal	165,171,175,1 85,199,211,212 ,	Yearly	Reports, Sign-Ins	1,4,10



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 8 Continue to implement district technology initiatives through local, bond, state technology, e-rate and other funding sources.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.8.1 Review fixed assets comprehensive inventory for all technology hardware: (EPLAN Goal 3.6) and implement a plan for reposition/ replacement of technology equipment.	Campus Computer Technician Computer Lab Proctor Assistant Principal(s) Librarian(s) Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Fixed assets disposal inventory	1,9,10
3.8.2 Assign campus technician to conduct technology equipment inventory as needed and meet with the administrators to evaluate.	Assistant Principal(s) Principal Computer Lab Proctor Campus Computer Technician Librarian(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Inventory reports sign in	1,9,10



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 9 Develop a district training curriculum on the utilization of software and reports to assist teachers with data analysis as relevant to campus needs.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.9.1 Support curriculum integration activities by providing technology peripherals and software.	Campus Computer Technician Computer Lab Proctor	165, 171, 175,185, 199, 211, 212, 263	Daily	Teacher Feedback	4,9,10
3.9.2 Provide technology staff development training to teachers, administrators and support staff.	Campus Computer Technician Librarian(s) Teacher(s) Principal Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Sign In, Agenda, & Certification Completion.	4
3.9.3 Analyze data in a timely manner.	Campus Computer Technician Computer Lab Proctor	165, 171, 175,185, 199, 211, 212, 263	Daily	Generated Reports & Teacher Feedback	1,9,10
3.9.4 Train campus technician to produce reports on all instructional software applications as needed:	Campus Computer Technician Computer Lab Proctor	165, 171, 175,185, 199, 211, 212, 263	Quarterly	generated reports & teacher feedback	1,8,10



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

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MISSION CISD

GOAL 3 EFFICIENT OPERATIONS

OBJ 10 Educate all stakeholders regarding the financial system of public education and the fiscal responsibility and stability of the District.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.10.1 Attend meetings at the district level that are relevant to the financial aspects of the campus.	Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Agendas Sign in sheets	1,9,10
3.10.2 Ensure all secretarial/ clerical staff attend all business office procedures	Principal	165, 171, 175,185, 199, 211, 212, 263	Yearly	Agendas Sign in sheets	1,9,10
3.10.3 Ensure that all club sponsors attend annual trainings	Principal Teacher(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Agendas Sign in sheets	1,9,10 ,4



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

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MISSION CISD

GOAL 3 EFFICIENT OPERATIONS

OBJ 11 Develop and implement a yearly budget plan.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.11.1 Review and adjust the overall budget planning process to maximize available resources.	Principal CILT Committee	165, 171, 175,185, 199, 211, 212, 263	Weekly	Agendas Sign in sheets	1,2,9, 10
3.11.2 Review monthly income statements report with club sponsors.	Principal	165, 171, 175,185, 199, 211, 212, 263	Monthly	Reports Agendas Sign in sheets	1,10
3.11.3 Request technical assistance as needed.	Principal Campus Computer Technician	165, 171, 175,185, 199, 211, 212, 263	Daily	Help Desk reports Email	1,9,10
3.11.4 Communicate with central office administration through the finance and operations department.	Principal	165, 171, 175,185, 199, 211, 212, 263	Daily	Emails Phone logs Budget logs	10



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

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MISSION CISD

GOAL 3 EFFICIENT OPERATIONS

OBJ 12 Determine alternative sources of funding for priority needs.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.12.1 Participate with the campus sponsors: *Walmart *HEB	Principal	165, 171, 175, 185, 199, 211, 212, 263	Monthly	Emails Letters-Donations	10,6



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

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MISSION CISD

GOAL 3 EFFICIENT OPERATIONS

OBJ 13 Maximize innovative technology to promote operational efficiencies.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.13.1 Support the Google Chrome Initiative for sixth, seventh and eighth grade students.	Assistant Principal(s) Principal Teacher(s) Librarian(s) Reading Coach Academic Strategist	165, 171, 175,185, 199, 211, 212, 216	Daily	Student Use	1,2,10 ,9
3.13.2 Ensure that all necessary hardware is secured and maintained for the effective implementation of the Voyager program.	Teacher(s) Assistant Principal(s) Principal Reading Coach	165, 171, 175,185, 199, 211, 212, 216	Daily	Teacher Input Inventory of Hardware Requisitions/Purchase Orders	2,9,10
3.13.3 Ensure that all content area teachers utilize Chromebooks in order to utilize programs such as: iStation, Thinking Through Math, Study Island, Ignite, Accelerated Reader, ConnectED, etc.)	Assistant Principal(s) Department Heads Principal Reading Coach	165, 171, 175,185, 199, 211, 212, 216		Student use Program usage reports	1,10,9
3.13.4 Ensure that computer labs are maintained and available for use by students before school, after school, and during lunch in order for students to utilize academic software (iStation, Thinking Through Math, Study Island, etc) and test through Accelerated Reader.	Assistant Principal(s) Librarian(s) Principal Reading Coach Academic Strategist	165, 171, 175,185, 199, 211, 212, 216	Daily	Student Use Program Usage Reports	1,10,9
3.13.5 Teachers will utilize Google Classroom in order to enhance instruction (document sharing, research paper submission/editing)	Assistant Principal(s) Teacher(s) Reading Coach Principal Academic Strategist	165, 171, 175,185, 199, 211, 212, 216	Daily	Student Use Teacher Lesson Plans	9,10



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

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MISSION CISD

GOAL 3 EFFICIENT OPERATIONS

OBJ 14 Continue pursuit of innovative investment options and debt management opportunities

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.14.1 Recommend budget amendments based on anticipated changes in economic factors.	Principal	165, 171, 175,185, 199, 211, 212, 216	Monthly	Requisition Purchase orders	1
3.14.2 Utilize the APQC process for registration in order to increase attendance on the first week of school.	Principal	165, 171, 175,185, 199, 211, 212, 216	Yearly	Registration documentation Online reports	1,10
3.14.3 Comply with the purchase practices to ensure that the best value items are obtained.	Principal	165, 171, 175,185, 199, 211, 212, 216	Daily	Requisitions Purchase Orders	1,10



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

OBJ 1 Continue the implementation of a systematic plan for the recruitment, selection, and retention of high quality personnel.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.1.1 Study and review pupil/teacher ratios in order to determine staffing needs	Principal	165, 171, 175,185, 199, 211, 212, 263	Daily	Tyler Reports	1,2,5, 3
4.1.2 Provide new teachers with ongoing support through teacher mentors and book study	Principal Assistant Principal(s) Reading Coach Testing Strategist Academic Strategist Department Heads	165, 171, 175,185, 199, 211, 212, 263	Weekly	Sign in Agenda	3,4,5, 10,9
4.1.3 Utilize Applitrack and Personnel Specialist when screening applicants	Principal Assistant Principal(s)	165, 171, 175,185, 199, 211, 212, 263	Yearly	Applitrack	1,3



**RAFAEL CANTU MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

OBJ 2 Re-evaluate the organizational chart and campus positions to meet program needs and to evaluate staff duties and responsibilities.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
<p>4.2.1 Work with Migrant teachers to provide supplemental instructional support in the areas of reading and math.</p>	<p>Principal Assistant Principal(s) Academic Strategist Reading Coach Teacher(s) Migrant Strategist</p>	<p>165, 171, 175, 185, 199, 211, 212, 263</p>	<p>Weekly</p>	<p>Migrant teacher observations Migrant logs Migrant Coach Migrant Staff</p>	<p>9</p>

4.3.1 Provide staff development for core subject teachers to acquire Special Education training in alignment with PBMAS needs.	Principal	165, 171, 175, 185, 199, 211, 212, 263	Every Six Weeks	Reports	1,2,9, 10
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CAMPUS PERFORMANCE 2016-2017

2017 STATE, REGION 1, DISTRICT, CAMPUS Comparisons:
Performance Level by Subject and Student Group

Campus Name: Rafael Cantu Jr. High



Approaches	ALL TESTS TAKEN				READING				MATHEMATICS				WRITING				SCIENCE				SOCIAL STUDIES			
	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus
<i>Student Group</i>	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
All Students	75	74	71	69	72	69	67	75	79	81	77	72	67	70	65	74	79	79	74	59	77	75	69	49
African American	65	78	86	-	61	75	80	-	68	77	86	-	57	72	*	-	69	88	*	-	69	89	-	-
Hispanic	71	74	71	69	67	69	67	75	76	80	77	72	62	70	65	74	75	78	74	60	73	75	69	50
White	85	85	78	*	83	82	79	*	87	87	87	*	77	81	64	-	89	89	75	*	86	88	64	*
American Indian	75	74	*	-	71	70	*	-	79	78	*	-	64	58	-	-	80	80	*	-	78	79	-	-
Asian	93	96	100	-	90	94	*	-	96	98	*	-	90	94	-	-	94	99	*	-	93	98	*	-
Pacific Islander	77	89	-	-	73	90	-	-	82	86	-	-	71	60	-	-	81	95	-	-	79	91	-	-
Two or More	82	85	*	-	81	80	*	-	84	86	*	-	74	93	*	-	86	86	-	-	84	92	-	-
Special Education	41	42	38	39	35	33	27	39	49	52	47	47	30	32	29	28	47	45	46	32	45	44	49	36
Ec. Disadvantaged	68	72	69	66	64	66	64	72	73	79	75	70	58	68	61	70	72	77	72	56	69	73	68	45
ELL	57	60	53	46	51	51	47	50	69	72	65	53	50	57	45	51	57	62	56	26	48	50	38	19





**CAMPUS ATTENDANCE AND
POSTSECONDARY READINESS
2016-2017**

	ATTENDANCE RATE - ALL GRADES		ANNUAL DROPOUT RATE GRADES 9-12	
	2014-2015	2015-2016	2014-2015	2015-2016
	Rate	Rate	Rate	Rate
Afr. American	--	--	--	--
Hispanic	96%	95.5%	0%	0%
White	*	*	*	*
Eco. Dis.	95.8%	95.1%	0%	0%
All Students	96%	95.5%	0%	0%

	4 -Year Graduation Rate	
	Class of 2015	Class of 2016
	4-Yr Grad.	4-Yr Grad.
<i>Student Group</i>	Rate	Rate
Afr. American	NA	NA
Hispanic	NA	NA
White	NA	NA
Eco. Dis.	NA	NA
All Students	NA	NA

	AVERAGE ACT SCORE	
	2015	2016
<i>Subtests</i>		
English	NA	NA
Mathematics	NA	NA
Science	NA	NA
All Subjects	NA	NA

	AVERAGE SAT SCORE	
	2015	2016
<i>Subtests</i>		
ELA & Writing	NA	NA
Mathematics	NA	NA
All Subjects	NA	NA

	AP EXAMS: PARTICIPATION		> OR = CRITERION	
	2015	2016	2015	2016
<i>Student Group</i>				
Afr. American	NA	NA	NA	NA
Hispanic	NA	NA	NA	NA
White	NA	NA	NA	NA
Eco. Dis.	NA	NA	NA	NA
All Students	NA	NA	NA	NA

	ADVANCED COURSE/DUAL CREDIT COURSE COMPLETION	
	2015	2016
Grades 11 & 12		
<i>Course</i>	Rate	Rate
ELA	NA	NA
Mathematics	NA	NA
Science	NA	NA
Social Studies	NA	NA
Any Subject	NA	NA

**Rafael Cantu Jr. High
2017-2018
CAMPUS BUDGET SUMMARY**

FUNDING SOURCE	FUNDING TYPE	AMOUNT
199	GENERAL FUND	\$114,880.00
FUNDING SOURCE	STATE	AMOUNT
195	STATE GIFTED & TALENTED	-0-
161	STATE VOCATIONAL	-0-
171	STATE SPECIAL EDUCATION	\$2950.00
175	STATE COMPENSATORY	\$8223.00
165	STATE BILINGUAL	\$63,649.00
173	HIGH SCHOOL ALLOTMENT	-0-
FUNDING SOURCE	FEDERAL	AMOUNT
211	TITLE I REGULAR	\$265,860.00
212	TITLE I MIGRANT	\$160.00
224	IDEA-B FORMULA	-0-
244	CARL PERKINS (CTE)	-0-
255	TITLE II- PART A Classroom Size Red/Eisenhower	-0-
263	TITLE III- BILINGUAL	\$6,480.00