

MISSION JR HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

2017-2018

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

Vision Statement

MISSION JR HIGH 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

MISSION JR HIGH 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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Vice President

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Curriculum & Instruction*

Rick Rivera
*Assistant Superintendent
for Operations*

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.**

MISSION JR HIGH SCHOOL

Roster by Grouping

2017-2018

Campus Based Professional Staff

Adan A. Ramirez, III, Principal

Non-Teaching

James Trey Wilkins, Assistant Principal

District Level Professional Staff

Judy Rodriguez, Social Studies Coordinator

Teachers (Secondary)

Jorge Meza 3 years
Jason Espino 3 years
Alicia Gaytan 3 years
Alyssa Cano 2 years
Annalisa Santana 2 years
Anne Rodrigez 2 years
Lori Olson 1 year
Mary Shimotsu 1 year

Non Teaching (Secondary)

Armando Martinez, Counselor

Business Representatives

Edgar Villarreal, Villarreal Construction
Cindy Zamora, Corazon Consulting

Parents

Steven Farias, Parent of Sergio Farias
Scandia Barrera, Parent of Alysia Barrera

Community Representatives

Pastor Bill Duke
Carlos Alaniz, Jr.

Central Office Representative

Judy Rodriguez, Social Studies Coordinator

CAMPUS IMPROVEMENT PLAN**Directory**

| NAME | TITLE |
|-------------------------|----------------------------------|
| Adan A. Ramirez, III | Principal |
| Angel Torres | Asst. Principal |
| James Trey Wilkins | Asst. Principal |
| Veronica Martinez | Counselor |
| Armando Martinez | Counselor |
| Araceli Garza Muniz | Counselor |
| Azucena Garza | Testing Strategist |
| B. Isabel Dillard-Garza | Librarian |
| Maria Acevedo | Teacher |
| Cynthia Alejos | Teacher |
| Jennifer Condes | Teacher-Special Ed. Inclusion |
| Ignacio Garcia | Teacher- Self Contained |
| Marissa De La Rosa | Teacher- Special Ed. Inclusion |
| Norma Beas | Math Coach |
| Arturo Esquivel | Adap. P.E. - Special Ed. |
| Jason Espino | Teacher |
| Pamela Flores | Teacher PE/Athletics |
| Blanca Gutierrez | Teacher - ESL |
| Olalla Garza | Teacher |
| Alicia Gaytan | Teacher |
| Alyssa Cano | Teacher- Special Ed. Inclusion |
| Eduardo Gonzalez | Teacher |
| Annalisa Santana | Teacher-Voyager |
| Robert Soto | Teacher Theater Arts |
| Yolin Rios | Teacher |
| Roxanne Borrego | Teacher - Art |
| Brenda Garcia | Teacher |
| Nellie Garcia | Teacher |
| Jorge Meza | Teacher |
| Aissa Mirelez | Teacher |
| Irene Moya | Teacher Keyboarding & UIL Coord. |
| Faith Varlack | Teacher- Choir |
| Lori Olson | Teacher |
| Vilma Farias | Diagnostician |
| Katella Anderson | Teacher Social Dept. head |

CAMPUS IMPROVEMENT PLAN**Directory Cont.**

| NAME | TITLE |
|------------------------|--|
| Eric Klippel | Teacher |
| Jesus Razo | Teacher Math Dept. head |
| Isela Richardson | Teacher -PE/Athletics |
| Penny Roper | Teacher - Health |
| Mike Saenz | Teacher - PE/Athletics |
| Sylvia Salinas | Teacher |
| James Sanchez | Teacher - Industrial Tech. |
| Agruelia Escalera | Teacher |
| Carrie Gordon | Teacher-ELAR Dept. Chair |
| Nina Spofford | Teacher-Sp. Ed. inclusion |
| Sonia Tamez | Teacher |
| Glenda Torres | Teacher |
| Jacqueline Perez | Teacher |
| Elizabeth Tuttle | Teacher |
| David Land | Teacher |
| Rosa Longoria | Teacher |
| Maria De Anda | Teacher Assistant - Special Ed. Self Contained |
| Cynthia Salas | Teacher |
| Fred Gutierrez | Computer Technician |
| Mario Mendoza | Teacher Assistant - ISS |
| Diana Mangrum | Parental Liaison |
| Diana Castaneda | Counselor Secretary |
| Maria Martha Sanchez | Teacher Assistant - Self contained Unit |
| Maria Noelia Villareal | Teacher Assistant-Special Ed. SC |
| Miguel Briseno | Activity Clerk |
| Cynthia Manriquez | Attendance Clerk |
| Mary Shimotsu | Teacher |
| Idalia Leanos | ELAR Coach |
| Anne Rodriguez | Teacher-Band |
| Martha Bocker | Nurse |
| Elizabeth Cano | Certified Nurses Aide |
| Jackeline Tellez | Teacher - Band |
| Arturo Cordova | Security Officer |
| Lydia Diana Cremar | Teacher-Sp. Ed. Adaptive PE |
| Melina Villarreal | Migrant Teacher Aide |

CAMPUS IMPROVEMENT PLAN**Directory Cont.**

| NAME | TITLE |
|---------------------------|----------------------|
| Leonardo Esquivel | Sp. Ed. Adaptive PE |
| Ramiro Segovia | Sp. Ed. Adaptive PE |
| Maribel Mariscal | ESL Teacher Aide |
| Adrian Carmona | Health/PE Teacher |
| Joselias Hinojosa | Teacher |
| Elizabeth Leal | Teacher |
| Jessica Gonzales | CAI Lab |
| Maribel Land | Principals Secretary |
| Vanessa Veliz | Office Clerk |
| Carmen Gaytan | CIS |
| Norma Gutierrez | Homebound Teacher |
| Jhonathan Padron | Teacher - Band |
| Sally Plata | Self-cont. |
| Elvia Bazan | Custodian |
| Abelardo Bocanegra | Custodian |
| Jose Magallanes | Lead Custodian |
| Martha Martinez | Custodian |
| Rafael Martinez | Custodian |
| Celso Morales | Custodian |
| Esequiel Solis | Custodian |
| Juana Alaniz | Cafeteria |
| Maria Campos | Cafeteria |
| Dominga DelosSantos | Manager |
| Olga Galvan | Cafeteria |
| Reyes Flores | Cafeteria |
| Mercedes Lopez | Cafeteria |
| Gabriela Saldana | Cafeteria |
| Irene Tagle | Police Officer |
| Nallely Garcia | Teacher |
| Dana Briseno | Teacher |
| Mercedes Zepeda | Teacher |
| Elizabeth Vasquez | Dyslexia |
| Angelica Villarreal Perez | Speech |
| Shannon Smith | Speech |



COMPREHENSIVE NEEDS ASSESSMENT

DEMOGRAPHICS

- 1 Provide staff with special education and LEP student rosters within the first two weeks of school in order to better accommodate their learning needs.
- 2 Align Target Ability Grouping (TAG) student lists with Master's Level performance on STAAR.
- 3 Track the 9% special education students and the 16% LEP students through campus based progress charts
- 4 Provide staff with STAAR failure lists within the first two weeks of school to better identify at risk populations
- 5 Promote and increase attendance to 97% and decrease tardiness to classrooms by 80% utilizing an incentive program.
- 6 Decrease discipline issues requiring removal to ISS and OSS by providing restorative practice interventions and Teach Like a Champion techniques on high classroom behavioral expectations.

SCHOOL CULTURE AND CLIMATE

- 1 Increase the participation and involvement of SBDM, CILT, and Administration to address campus issues, concerns, and practices
- 2 Improve administrative communication and the implementation of rules, requirements and protocols of initiatives through CILT/SBDM.
- 3 Increase the participation and involvement of PLC's to address interventions, assessments, and curriculum. Implement a 75minute block schedule for planning on Fridays.
- 4 Create an incentive program to recognize students for their achievements and efforts with published criterion for perfect attendance, honor roll, Accelerated Reader and Student of the Month.
- 5 Promote counseling and guidance program by increasing classroom sessions on building character, harassment prevention, and team building as a prong of an Advisory/Enrichment program.
- 6 Implement techniques from Teach Like a Champion, Professional Learning Community Strategies, and the Lead4ward instructional playlist to impact student performance.
- 7 Encourage teachers to develop and hone leadership abilities by sponsoring clubs, organizations, academic teams, CILT, SBDM or school initiatives.

CURRICULUM, INSTRUCTION AND ASSESSMENT

- 1 Target special education and LEP students for school improvement by utilizing AWARE reports.
- 2 Strategically utilize Department Chairs and the CAI, Reading and Math Strategists to effectively lead established PLCs in the monitoring of formative and summative data to assess student performance in the core areas and adjust curricula accordingly.
- 3 Strengthen process to address the learning gaps found in struggling students by emphasizing protocols for RTI referrals.
- 4 Utilize an RTI block (WIN) to address student needs based on CBAs administered through the year.
- 5 Create opportunities for Gifted and Talented students to develop their leadership skills by providing Service Learning Projects, and strengthen their fine arts abilities by increasing opportunities to perform in band, art, choir, and theater, or their athletic abilities through enterprises beyond the UIL platform.

SCHOOL CONTEXT & ORGANIZATION

- 1 CILT and SBDM continues to meet to address school instructional goals and priorities.
- 2 Campus needs to support a technology committee to address long term technology needs
- 3 Departments will organize Fun Fest Fridays to promote school morale.
- 4 Implement a teacher exchange program for incentives to increase morale and implementation of research-based teaching techniques.

STUDENT ACHIEVEMENT

- 1 Improve special education and LEP student scores by 10 percentage points from last year's STAAR results to meet system safeguards.
- 2 Increase the number of special education students receiving on level STAAR instruction in math and reading through inclusive classes
- 3 Utilize inclusion teachers to profile the progress of special education students and the ESL teacher to profile the progress of ESL students using AWARE and provide priority intervention strategies for academic improvement.
- 4 Utilize the math and reading strategists and the I&A strategist (for science and history) to profile the progress of students using AWARE to help teachers identify and provide priority of interventions strategies for academic improvement, with emphasis on ELL, LD, 504, and at-risk students.



COMPREHENSIVE NEEDS ASSESSMENT

TEACHER QUALITY

- 1 Implement professional learning community training sessions for all staff to address the learning needs of special populations
- 2 Increase staff development opportunities for all staff in ESL/Bilingual/Special education/and GT services
- 3 Continue team building initiatives that help improve staff morale and campus pride (ie. Fun Fest Fridays, PLC gatherings, Mentoring Program, etc.)

FAMILY & COMMUNITY INVOLVEMENT

- 1 Increase parental support of our homework and grading policies through letters to parents, PTO, and Progress Report Nights to inform them of school expectations and standards.
- 2 Host family activities and events that educate them on STAAR standards and topics of interest that are taken from a parent survey
- 3 Increase parent home visits to address attendance, grading, and failure issues
- 4 Increase parent social events to improve school/community relations and communication: Donuts with Dad, Muffins with Mom, Family Literacy Night Out, Merienda with Grandparents
- 5 Increase parental Involvement during school hours

TECHNOLOGY

- 1 Transition classrooms into 'Smart' classrooms by mounting data projectors, updating computers, laptops, Chromebooks, document cameras, and other technology as needed.
- 2 Utilize chrome books to facilitate learning software through classroom instruction.
- 3 Purchase and implement instructional software that can be used for Response to Intervention (Tiers I, II, and III) for all core areas

STAFF QUALITY, RECRUITMENT, AND RETENTION

- 1 Establish a training/mentor program for teachers, using the Instructional Rounds Concept and Professional Learning Communities, to identify and implement best practices for working effectively with all student populations.
- 2 Attend professional development that will assist teachers in working effectively with inclusion teachers, students with disabilities, modification of instructional materials, cooperative learning, differentiated instruction, sheltered instruction, and technology to support best practices for curriculum and instruction.

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



**MISSION JR HIGH 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 the vertically aligned Curriculum 6-8. | Principal Assistant Principal(s) | 211, 175, 199 | Every Six Weeks | Walkthroughs, grade level meetings, agendas, department meetings, PLC's | 1,2,3, 8,9 |
| 1.1.2 Utilize multiple sources to address Safeguard requirements. | Principal Assistant Principal(s) | | Daily | survey | 10 |
| 1.1.3 Coordinate efforts to increase academic achievement for students participating in multiple programs. | Principal | | Daily | Schedules | 3,9 |
| 1.1.4 Provide instructional materials aligned to special program requirements and objectives. | Principal | 211, 175, 171 | Daily | Grade Level Meetings, Sign In Sheets & Agendas | 1,3 |
| 1.1.5 Support C&I Task Force to review concerns regarding curriculum. | Principal | | Weekly | agendas, CILT meetings | 1,2,10 |
| 1.1.6 Follow district and campus curriculum maps. | Academic Strategist Reading Coach | | Every Six Weeks | agendas, department meetings | 1,10 |
| 1.1.7 Review the lessons and create unit tests for the upcoming six weeks period. | Assistant Principal(s) Principal | 199 | Every Six Weeks | Results to 6-weeks tests. | 1,2,8, 10 |
| 1.1.8 Participate in the implementation of the curriculum to support our staff. | Assistant Principal(s) Reading Coach Principal | | Weekly | walkthroughs | 10 |
| 1.1.9 Align instruction with the curriculum and increase use of research-based instructional strategies and methodologies that support students with disabilities in all settings. | Assistant Principal(s) Special Ed Teacher(s) | | Weekly | walkthroughs | 3,10 |
| 1.1.10 Monitor attendance of teachers at district vertical department meetings. | Principal | | Every Four Weeks | agendas and sign in sheets | 10 |
| 1.1.11 Meet with Campus Instructional Leadership Teams (CILT) to review assessment data and goals. | Principal | | Weekly | agendas and sign in sheets | 10 |
| 1.1.12 Monitor attendance of teachers at district six weeks trainings for reading and mathematics. | Principal | | Every Six Weeks | sign in sheets | 10 |



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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 |
|---|--------------------|-------------------------|---------------|--|-----|
| 1.1.13 Provide/Purchase/Update instructional materials and supplies for all students in all content areas such as reading, mathematics, science, social studies, including ESL and special education. | Principal | 211, 175, 199 | Yearly | P.O.'s, Grade Level Meetings, Sign In Sheets & Agendas | 9 |
| 1.1.14 Ensure that the school choice letters (English/Spanish) are sent to all the students enrolled if we are on Stage 1, Stage 2, or Stage 3 of Safeguard. | Principal | 199 | Yearly | letter mailed | 2,7 |
| 1.1.15 Ensure that the SES Parent Notification packets are sent to all the parents of all the students who qualify for these services, specifically for campuses who are on stage 2 or higher in Safeguard. | Principal | 199 | Yearly | letter mailed | 7,2 |
| 1.1.16 Continue to implement the Corrective Action Plan developed by the corrective action team. | Principal | | Yearly | staff development, agendas, sign-in-sheets | 2 |
| 1.1.17 Ensure the Public Notice of Campus Improvement letter notifying the parents the campus did not meet Safeguard, if applicable. | Principal | 199 | Yearly | letter mail out | 2,7 |
| 1.1.18 Utilize the technical assistance provided by the district to the campus due to failure to meet Safeguard. | Principal | | Yearly | Reports, agendas and sign in sheets | 10 |
| 1.1.19 Utilize the Title I, Part A funds reserved for professional development | Principal | 211, 175 | Yearly | PO'S, Cabinet Meetings, Sign In Sheets & Agendas | 4 |
| 1.1.20 Optimize utilization of resources provided by the district to the campus due to failure to meet Safeguard. | Principal | | Yearly | PO'S, Cabinet Meetings, Grade Level Meetings, Sign In Sheets & Agendas | 2 |
| 1.1.21 Provide/Purchase/Update instructional materials and supplies in preparation for six week exams, benchmarks, STAAR, LAT, TELPAS, and common assessments (3 and 6 weeks). | Principal | 211, 175, 199, 171, 165 | Yearly | Lesson Plans | 8 |
| 1.1.22 Provide all students opportunities to explore post-secondary education through Career Day Activities and individual counseling sessions. | Counselor(s) | 199 | Yearly | agendas | 9 |
| 1.1.23 Participate in SES tutorial services to better meet the academic needs of struggling students across diverse student populations in preparation for STAAR. | Principal | 211, 175, 199 | Each Semester | tutorial sign in sheets | 9 |



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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 |
|--|------------------------|-------------------------|-----------------|--|-----|
| 1.1.24 The special population program staff will coordinate efforts to increase academic achievement of all special population students by working as a team in monitoring student progress, and auditing student records. | Assistant Principal(s) | | Yearly | agendas, sign in sheets | 9 |
| 1.1.25 Implement the Response to Intervention (RTI) process to address the learning issues of all struggling students in an effort to reduce student failures at school. | Assistant Principal(s) | 211, 175, 199 | Yearly | agendas, sign-in-sheets | 9 |
| 1.1.26 Provide core teachers with STAAR failure lists within the first three weeks of school in order to better identify at-risk student groups. | Academic Strategist | | Yearly | Aware reports | 10 |
| 1.1.27 Provide staff with special education and LEP student rosters within the first two weeks of school in order to better accommodate their learning needs. | Assistant Principal(s) | | Yearly | Aware reports | 9 |
| 1.1.28 Provide student incentives to those who demonstrate academic growth in grades, assessments, attendance, and behavior. | Teacher(s) | 199 | Every Six Weeks | Incentive letters | 9,2 |
| 1.1.29 Add/Upgrade equipment and instructional supplies/materials for CTE programs to increase academic achievement . | Principal | 211, 175, 199 | Yearly | PO'S, Cabinet Meetings, Sign In Sheets & Agendas | 1 |
| 1.1.30 Add/Upgrade equipment and instructional supplies/materials for CTE programs to increase academic achievement . | Principal | 211, 175, 199 | Yearly | PO'S Cabinet Meetings, Sign In Sheets & Agendas | 1 |
| 1.1.31 Provide CTE students the opportunity to attend college readiness workshops. Provide opportunities for students to access CTE curriculum at the high schools. | Counselor(s) | 175, 199, 211 | Yearly | PO'S, Cabinet Meetings, Sign In Sheets & Agendas | 7,9 |
| 1.1.32 Provide Bilingual instructional materials, reading material and assessments (testing material) for ELL program students in order to increase academic achievement in L1 and L2. | Academic Strategist | 211, 175, 199, 165, 263 | Yearly | PO'S, Cabinet Meetings, Sign In Sheets & Agendas | 9 |
| 1.1.33 Provide instructional materials to special education programs in order to increase academic performance and close learning gaps. | Principal | 211, 175, 199, 171 | Yearly | PO'S, Cabinet Meetings, Sign In Sheets & Agendas | 9 |



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MISSION CISD

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. | Counselor(s) | 211,175 | Yearly | Schedules, Sign In Sheets, Rosters | 9 |
| 1.2.2 Support the district-wide inclusion initiative. | Principal | | Daily | master schedule | 9 |
| 1.2.3 Evaluate academic success of students participating in existing special programs. | Counselor(s) | | Yearly | STAAR results | 9 |
| 1.2.4 Implement Response to Intervention (RTI) to address struggling student's needs. | Counselor(s) Assistant Principal(s) | | Yearly | RTI reports | 9 |
| 1.2.5 Create procedures for accelerated and intensive instruction such as but not limited to the Fundamental Five and Accelerated Performance Patriot Studies. | Principal Assistant Principal(s) | | Yearly | schedules | 9 |
| 1.2.6 Support participation in district-wide initiative to increase college-readiness of all students | Counselor(s) | | Yearly | PSAT benchmark | 7,9 |
| 1.2.7 Provide supplies and equipment for physical education students to be aligned with TEKS objectives. | P.E. Coach | 199 | Yearly | po's, Cabinet Meetings, Sign In Sheets & Agendas | 9 |
| 1.2.8 Offer a variety of academic & behavioral maintenance services that prevents student specific regression of skills. Voyager, Journey, Think Through Math, I-station, Study Island, Explorer. | Principal | 211,199 | Yearly | usage reports | 2,9 |
| 1.2.9 Work with parents of special education students to have them understand and address areas of academic needs with their children. | Special Ed Teacher(s) | | Yearly | ARD meetings, EIPS | 6,10 |
| 1.2.10 Decrease the overrepresentation of LEP students in special education through analysis of data and the establishments of best actives in differentiating between a language difference versus a learning disability. | Assistant Principal(s) | | Yearly | Master Schedule | 2 |
| 1.2.11 Increase numbers of Special Education students Least Restrictive Environment (LRE) through inclusion utilizing differentiated instruction. | Special Ed Teacher(s) | | Daily | Master Schedule | 9 |
| 1.2.12 Provide Saturday tutorials to Special Education and LEP students to improve Math and Reading skills | Principal | 211, 199 | Each Semester | tutorial sign in sheets | 9 |
| 1.2.13 Align Target Ability Grouping (TAG) students lists with Priority of Service rosters to ensure that intervention services are given to special education and ELL students throughout the year. | Academic Strategist Assistant Principal(s) | | Weekly | schedules | 9 |



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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 |
|---|--|----------------|-----------------|--|-----|
| 1.2.14 Review academic progress of students participating in ESL program. | Assistant Principal(s) Principal | | Yearly | testing results | 9 |
| 1.2.15 Monitor the implementation of sheltered instruction in grades 6th-8th to increase the LEP students' academic and linguistic achievement through effective teaching strategies and practices. | Assistant Principal(s) Principal Reading Coach | | Every Six Weeks | Walkthroughs | 9 |
| 1.2.16 Monitor the implementation of English as a Second Language instruction in grades 6th-8th to increase the LEP students' academic and linguist achievement through effective teaching strategies and practices | Assistant Principal(s) Reading Coach | | Every Six Weeks | 6-weeks testing results | 9 |
| 1.2.17 Provide instructional materials for LEP students in order to increase academic achievement. | Teacher(s) | 165, 263 | Yearly | po's, Cabinet Meetings, Sign In Sheets & Agendas | 9 |
| 1.2.18 Provide software to assist in the continued development of LEP language skills | Teacher(s) | 165,263 | Yearly | po's, Cabinet Meetings, Sign In Sheets & Agendas | 9 |
| 1.2.19 Monitor the course placement of LEP students. | Counselor(s) | | Yearly | Master Schedule | 9 |
| 1.2.20 Provide LEP students with tutoring opportunities. | Principal | 211, 175, 199, | Each Semester | Tutorial schedules, sign in sheets | 9 |
| 1.2.21 Implement the Accelerated Reading Instruction Program (ARI) to encourage reading and writing to various populations of readers and writers 6-8 (Voyager , Journey, English Language Arts Resources). | Teacher(s) | 199,175 | Yearly | po's, reports | 9 |
| 1.2.22 Allocate staff and resources to support implementation of supplemental aides and services in the general education classroom. | Principal | 211, 175, 199 | Yearly | po's, Cabinet Meetings, Sign In Sheets & Agendas | 9 |
| 1.2.23 Support annual training to campus staff on the special education referral process with emphasis on the pre-referral process. Inclusion. | Principal | 175,199 | Yearly | agendas, sign-in-sheets | 1,4 |
| 1.2.24 Evaluate academic success for students participating in the following existing special programs; Voyager, Journey, Accelerated Reader, Migrant Services, I-Station, Think Through Math, and Study Island. | Assistant Principal(s) Principal Teacher(s) | | Yearly | Program reports | 10 |



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

| Action | Person Responsible | Resources | Timeline | Evaluation | swc |
|---|-------------------------------------|----------------|-------------------|--|------|
| 1.2.25 Provide Student Enrichment Opportunities in order to encourage reading (A.R Incentives, novel kits, magazines/ newspaper, Field trips, Field Days, and Elite Club). | Librarian(s) | 199, 175, 211 | Yearly | po's, Cabinet Meetings, Grade Level Meetings, Sign In Sheets & Agendas | 9 |
| 1.2.26 Provide furniture and equipment computers and software in Reading Lab. | Librarian(s) | 199 | Yearly | po's, Cabinet Meetings, Sign In Sheets & Agendas | 10,1 |
| 1.2.27 Provide Student Success Initiative (SSI) for identified students in 8th grade (Resources, Tutors, Team Teachers, Math Academies, Special Ed Inclusion, Understanding Math Program. | Teacher(s) | 199, 171 | Yearly | program reports | 9 |
| 1.2.28 Continue to implement the Main Road Maps curriculum documents in core subjects for grades 6-8, including unit assessments. | Teacher(s) | | Yearly | assessment results | 9 |
| 1.2.29 Create and implement tri-weekly assessments in mathematics in order to monitor the mastery of math concepts for all students. | Teacher(s) | | Every Three Weeks | test results | 9 |
| 1.2.30 TAG Period- Students will be pulled into for the TAG during elective periods to focus on STAAR objectives. | Principal | 211, 175, 199, | Yearly | po's, reports | 9 |
| 1.2.31 Academies- Two weeks before STAAR Testing, Students will be assigned to academies based on academic needs. | Teacher(s) | 199, 211, 175 | Yearly | schedules | 9 |
| 1.2.32 Support a dyslexia program and services for identified students in grades 6-8. | Principal | | Daily | progress monitoring reports | 9 |
| 1.2.33 Request comprehensive dyslexia testing for students refereed by SAT | 504 Administrator | | Each Semester | progress monitoring reports | 9 |
| 1.2.34 Schedule professional development for all stakeholders. | Principal | 211, 175, 199 | Yearly | sign in sheets, agendas | 4 |
| 1.2.35 Support district inclusion guidelines and best practice model. | Teacher(s) Special Ed Teacher(s) | | Daily | lesson plans | 9 |
| 1.2.36 Monitor special population (ELL, M. Grant & Special Ed.) student placement and assessment decisions over the course of the year. | Counselor(s) | | Each Semester | schedules | 9 |
| 1.2.37 Conduct a comprehensive needs assessment at the campus level. Conduct a mid-year assessment of the campus improvement plan. | Principal | | Each Semester | CNA, CIP | 1 |
| 1.2.38 Coordination meetings with Special Education teachers and Regular Education teachers to gather information on Special Education students to improve services provided. | Assistant Principal(s) | | Weekly | sign in sheets, agendas | 9 |



MISSION JR HIGH 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 |
|---|-------------------------------------|-----------|-----------------|-------------------------|------|
| 1.2.39 Assure that all Special Education students are testing accordingly every three years to determine whether they are eligible for dismissal. | Special Ed Teacher(s) | | Yearly | ARD | 7,10 |
| 1.2.40 Coordinate with all diagnosticians to assure that the proper classes and services are provided or recommended when transitions from Elementary to Jr. High or Jr. High to High School. | Principal | | Yearly | ARD | 7 |
| 1.2.41 Monitor progress of GT and advanced learners to increase academic advanced performance. | Assistant Principal(s) | | Each Semester | reports | 9 |
| 1.2.42 Utilize Professional Learning Community (PLC) opportunities and readings to discuss effective learning methods to improve instruction for special education students and LEP students; Inclusion methods, Differentiated Instruction, Multi-Level Instruction, Flexible Grouping, and Coaching Cycles. | Assistant Principal(s) Principal | 211 | Weekly | agendas, sign in sheets | 9 |
| 1.2.43 Align Target Ability Grouping (TAG) students lists with Priority of Service rosters to ensure that intervention services are given to special education and ELL students throughout the year. | Academic Strategist | | Every Six Weeks | schedules, rosters | 9 |
| 1.2.44 Teachers will chart the academic progress and (extended hour) services provided to special education and ELL student in their binders for improved student performance. | Assistant Principal(s) Principal | | Every Six Weeks | data sheets | 9,3 |
| 1.2.45 Monitor special education discipline placements in ISS, OSS, and DAEP over the course of the year. | Assistant Principal(s) Principal | | Monthly | reports | 10 |
| 1.2.46 Review academic progress of students participating in ESL program. | Assistant Principal(s) Principal | | Every Six Weeks | 6-weeks grades | 9 |
| 1.2.47 Support instructional staff development activities to increase English Language Learners' (ELL) achievement through effective teaching practices and strategies | Principal | 165, 263 | Yearly | lesson plans | 4 |
| 1.2.48 Support staff development opportunities on integration of ELPS/ ESL strategies across the curriculum. | Principal | 165, 263 | Each Semester | walkthroughs | 3,9 |
| 1.2.49 Monitor the implementation of sheltered instruction in grades 6th-8th to increase the LEP students' academic and linguistic achievement through effective teaching strategies and practices. | Assistant Principal(s) Principal | | Daily | walkthroughs | 3,9 |
| 1.2.50 Monitor special population students local academic achievement data over the course of the year. | Assistant Principal(s) Principal | | Every Six Weeks | agendas, data sheets | 10 |



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MISSION CISD

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 |
|--|--|-------------------------|---------------|--|------|
| 1.2.51 Monitor the implementation of English as a Second Language instruction in grades 6th-8th to increase the LEP students' academic and linguistic achievement through effective teaching strategies and practices. | Assistant Principal(s) Principal Reading Coach | | Weekly | walkthroughs | 3 |
| 1.2.52 Provide instructional materials for LEP students in order to increase academic achievement. | Teacher(s) | 165 | Yearly | testing results | 3 |
| 1.2.53 Support staff development opportunities to new staff members on SIOP model. | Principal | | Each Semester | sign in sheets | 4 |
| 1.2.54 Provide instructional materials for LEP students in order to increase academic achievement. | Principal | 165 | Yearly | po's, Cabinet Meetings, Sign In Sheets & Agendas | 3 |
| 1.2.55 Support software to assist in the continued development of LEP language skills. | Principal | 165 | Yearly | use of software reports and teacher input | 3 |
| 1.2.56 Provide professional development opportunities for professional staff working with LEP students. | Principal | 165, 263 | Yearly | P.O.'s, Cabinet Meetings, Grade Level Meetings, Sign In Sheets & Agendas | 4 |
| 1.2.57 Provide LEP students with tutoring opportunities. | Teacher(s) | 211, 175, 199 | Weekly | tutorial sign in sheets | 9 |
| 1.2.58 Support implementation of the District's ESL program models. | Assistant Principal(s) Principal | | Each Semester | program reports | 3 |
| 1.2.59 Support the Accelerated Reading Instruction Program (ARI) to encourage reading and writing to various populations of readers and writers 6-8 (Brain Pop, Voyager, Journey, and English Language Arts Resources. | Principal | | Weekly | lesson plans | 3 |
| 1.2.60 Evaluate academic success of students participating in the following existing special programs: Journey, Accelerated Reader, Voyager, Migrant Services, and E.S.L. | CILT Committee | | Yearly | agendas, sign in sheets | 10 |
| 1.2.61 Provide and support staff development opportunities for all reading, writing, and English language arts teachers in preparation for STAAR (specifically for but not limited to Special Education, LEP, Migrant training). | Principal | 175, 199, 165, 263, 212 | Yearly | agenda, sign in sheets | 3,4 |
| 1.2.62 Evaluate unit, local and state assessments results and plan accordingly. | CILT Committee | | Each Semester | assessment reports | 2,10 |
| 1.2.63 Support campus staff training that includes assessment and characteristics of dyslexia, intervention options, remedial strategies, and the referral process. | Assistant Principal(s) Principal | | Each Semester | agenda, sign in sheets | 4 |



**MISSION JR HIGH 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 |
|---|--------------------------------------|-------------------------|-----------------|--|-----|
| 1.2.64 Support staff development in technology integration for teachers and administrators (I- Station Reading, I- Pads, Think Through Math, Inter Write Pad, CPS Units). | Principal | | Yearly | agendas, sign in sheets | 4 |
| 1.2.65 Support the vertically aligned curriculum lessons and administer unit assessments for improved instruction and student performance (6-8). | Principal | | Weekly | agendas, sign in sheets, walkthroughs | 3 |
| 1.2.66 Evaluate academic success of students participating in existing special programs. | Assistant Principal(s) Principal | | Each Semester | State Benchmark Results | 10 |
| 1.2.67 Participate in staff development training on all federal and state programs to ensure compliance with local, state, federal guidelines. | Principal | 211, 175, 199 | Yearly | sign in sheets | 4 |
| 1.2.68 Continue to provide testing materials and supplies in preparation of six weeks exams, benchmarks, STAAR, LAT, TELPAS, and any other assessment that will occur during the school year. | Academic Strategist Reading Coach | 175, 199 | Every Six Weeks | po's, Cabinet Meetings, Grade Level Meetings, Sign In Sheets & Agendas | 8 |
| 1.2.69 Provide and purchase instructional materials, general supplies, technology, software, software updates for all student populations to meet local, state, and federal standards in all core and non-core areas. | Principal | 211, 175, 199, | Each Semester | po's, Cabinet Meetings, Grade Level Meetings, Sign In Sheets & Agendas | 3 |
| 1.2.70 Attend professional staff development for principals accessing our local, state, and regional service agendas, state conferences in the academic core areas, technology, advance learned, English language learners, special populations to meet state and federal standards (All student population). | Principal | 211, 175, 199, 165, 263 | Yearly | po's, Cabinet Meetings, Sign In Sheets & Agendas | 10 |
| 1.2.71 Provide student incentives that demonstrate academic growth in grades, assessments, attendance and behavior. | Teacher(s) | 199 | Every Six Weeks | po's, Cabinet Meetings, Grade Level Meetings, Sign In Sheets & Agendas | 9 |
| 1.2.72 Support administrative implementation of student policies, procedures, and consistent expectations in order to improve student learning in the classroom. Use the Response to Intervention (RTI) process to address the learning issues of all struggling students in an effort to reduce student failures at school. | Assistant Principal(s) Principal | | Yearly | Sign In, Agendas | 10 |
| 1.2.73 Attend training to all staff in direction, monitoring, and evaluation of special education services and their compliance with federal and state guidelines and inclusion services. | Principal | 211, 175, 199 | Yearly | sign in sheets, agendas | 4 |



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MISSION CISD

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 |
|--|--|---------------------------------|-----------------|--|-----|
| 1.2.74 Ensure availability of summer school instruction for special education students who score one to two grade levels below assigned grade level or failed the STAAR Math/ ELA assessments. | Counselor(s) | | Yearly | reports | 9 |
| 1.2.75 Work with parents of special education students to have them understand and address areas of academic need with the children. | Special Ed Teacher(s) | | Each Semester | ARD, IEP, Sign In Sheets | 6 |
| 1.2.76 Decrease the overrepresentation of LEP students in special education through analysis of data and the establishment of best practices in differentiating between a language differences versus a learning disability. | Assistant Principal(s) | | Yearly | PEIMS | 2 |
| 1.2.77 Increase numbers of Special Ed. Students Least Restrictive Environment (LRE) through inclusion utilizing differentiated instruction. Coordination meetings with Special Education teachers and Regular Education teachers to gather information on Special Education students to improve services provided. | Assistant Principal(s) Principal | | Daily | lesson plans | 3,9 |
| 1.2.78 Provide and support teachers with training on how to differentiate instruction to increase student's success in content areas through GLAD and SIOP strategies, Fundamental Five methods and using the Academic Language. | Assistant Principal(s) Principal | 211, 175, 199, 171, 165, 263 | Yearly | walkthroughs | 4,9 |
| 1.2.79 Provide parents with a variety of strategies and interventions that they may implement at home to help improve student performance in school. | Parental Liaison Teacher(s) | | Each Semester | sign in sheets | 6 |
| 1.2.80 The campus will utilize SES Federal funds to purchase software programs, train staff, and other programs to target the needs of students. | Principal | 211 | Yearly | po's, Cabinet Meetings, Grade Level Meetings, Sign In Sheets & Agendas | 9 |
| 1.2.81 Utilize Professional Learning Community (PLC) opportunities and readings to discuss effective learning methods to improve instruction for special education students, Migrant and LEP students; Inclusion methods, Differentiated Instruction, Multi-level instruction, Flexible grouping, and Coaching cycles. | Assistant Principal(s) Principal | | Weekly | Sign In Sheets and Agendas | 9,3 |
| 1.2.82 Align Target Ability Grouping (TAG) students lists with Priority of Service Rosters to ensure that intervention services are given to special education and ELL students throughout the year in the area of math. | Assistant Principal(s) Academic Strategist Principal | | Every Six Weeks | schedules | 9 |



**MISSION JR HIGH 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 |
|--|---|-----------|-----------------|--|------|
| 1.2.83 Continue to implement the Think Through Math Universal Screener Assessments for grades 6-8 to identify RTI Tier 2 and Tier 3 students in response to Algebra Readiness. Conduct monthly RTI meetings. | Assistant Principal(s) Academic Strategist | | Monthly | agendas, sign in sheets | 9 |
| 1.2.84 Campus training for RTI. Implement the Response to Intervention (RTI) process to address the learning issues of all struggling students in an effort to reduce student failures at school. | Assistant Principal(s) | | Weekly | sign-in-sheets | 2,9 |
| 1.2.85 Support district-wide training sessions to rollout the revised RTI process. | Assistant Principal(s) | | Monthly | sign-in-sheets | 4 |
| 1.2.86 Implement a campus-wide mentoring program for struggling students in special populations. | Counselor(s) | | Every Six Weeks | mentoring sheets | 9 |
| 1.2.87 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. | Assistant Principal(s) | | Weekly | reports | 9 |
| 1.2.88 Implement the special education child find process at our campus. | Assistant Principal(s) | | Weekly | teacher input, reports | 10,9 |
| 1.2.89 Provide specific intervention materials to be used for the targeted afterschool and Saturday tutorial sessions. | Teacher(s) | 175, 199 | Each Semester | Rosters, schedules | 9 |
| 1.2.90 Support content specific materials to be used for the district-wide summer school program (ELA, Social Studies, Math, and Science). | Principal | 175, 211 | Yearly | po's, Cabinet Meetings, Sign In Sheets & Agendas | 10 |
| 1.2.91 Provide enrichment opportunities in core content for GT/Advanced, Migrant Learners to purchase materials to be used for activities such as UIL, Robotics, Pre-AP & AP courses, Destination Imagination Program, and the Texas Performance Standards Project. | Principal | 199,212 | Each Semester | rosters | 9 |
| 1.2.92 Provide opportunities for students to accelerate through Credit by Exam and Advanced Placement Tests. | Counselor(s) | | Yearly | rosters | 9 |
| 1.2.93 Include documentation of accelerated /intensive plan for instruction for students with disabilities and progress monitoring. | Special Ed Teacher(s) | | Weekly | Lesson Plans | 9 |
| 1.2.94 Encourage more students to enroll in Pre-AP, AP, and high school credit courses at the middle school level. | Counselor(s) | | Each Semester | schedules | 9 |



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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 |
|---|-------------------------------------|-----------|----------|------------|-----|
| 1.2.95 Support district policy of students completing the required College Readiness course. | Principal | | Yearly | schedule | 10 |
| 1.2.96 Monitor attendees through data from THECB and National Student Clearinghouse. | Assistant Principal(s) Principal | | Yearly | reports | 2 |
| 1.2.97 Send teachers serving GT and advanced learners to training to provide support | Assistant Principal(s) | | Yearly | reports | 4 |
| 1.2.98 Increase participation of students with disabilities in CTE certification and high school credit courses, and other appropriate transition related programs/ activities. | Counselor(s) | | Yearly | ARD, IEP | 9 |
| 1.2.99 Ensure classrooms are given the opportunity to visit the LRC for library instruction/resources. Chromebooks will be utilized for MyOn and digital resources. | | | | | |



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MISSION CISD

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 activities to support district initiatives and priorities and include testing materials to evaluate the progress of ELL's.. | Academic Strategist | 165,263 | Yearly | Testing results | 4 |
| 1.3.2 Attend professional development for administrators. | Principal | 199 | Yearly | po's, Cabinet Meetings, Sign In Sheets & Agendas | 10 |
| 1.3.3 Gifted and Talented Attend 30-hour GT Training for teachers Review annual GT Updates | Assistant Principal(s) | 175, 199 | Yearly | sign in sheets | 4 |
| 1.3.4 ELA Attend professional development training sessions and consults such as Dr. Diana M. Ramirez (DMR); Dr. Pat Jacoby from Authentic Learning; ABYDOS; Region One; University Texas RGV (English Department Professors) to ELAR /SLAR teachers from 6th-8th; literacy class; stations for reading content; Texas Adolescent for Literacy Assessment (TALA); Texas Middle School Fluency Assessment (TMSFA); Dinah Zike foldables / manipulatives training and teaching strategies; Marzano vocabulary building instruction | Principal | 211, 175, 199 | Yearly | po's, sign in sheets | 4 |
| 1.3.5 Math Continue to provide Staff development sessions to all secondary Math teachers to implement the State TEKS implemented for grades 6-8. | Principal | 175, 211,199 | Yearly | po's, sign in sheets | 4 |
| 1.3.6 Attend half-day content training and half day district-wide horizontal planning on a six weeks basis. | Principal | | Every Six Weeks | sign-in-sheets | 4 |
| 1.3.7 Online tutorial Imaging Math; TI-Navigators Technology; Ten Marks Math online tutorial program, Dinah Zike foldables/manipulatives training and teaching strategies; Marzano vocabulary building instruction | Assistant Principal(s) Principal | 211, 175, 199 | Weekly | reports | 4 |
| 1.3.8 Science Provide STELLAR Project outdoor workshop; Conference for Advancement of Science Teaching (CAST); Dinah Zike foldable/manipulative training and strategies; Marzano vocabulary building instruction | Assistant Principal(s) Principal | 211, 175, 199 | Weekly | walkthroughs, sign-in-sheets | 4 |
| 1.3.9 Social Studies I-pad Apps Instruction; IGNITE! Learning visuals; Dinah Zike foldable/manipulative training and strategies; Marzano vocabulary building instruction | Assistant Principal(s) Principal | 211, 175, 199 | Weekly | walkthroughs, | 9 |



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MISSION CISD

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 |
|--|------------------------|---------------|-----------------|---------------------------|------|
| 1.3.10 ESL Program Attend instructional staff development activities as per state and federal requirements to increase ELL achievement through effective research-based teaching practices, approaches, and strategies. | Principal | 165,263 | Yearly | walkthroughs | 4,9 |
| 1.3.11 Attend professional development for paraprofessional staff working with program ELLs; Sheltered Instruction development training and activities for use during inclusion teaching | Principal | 165,263 | Yearly | sign-in-sheets | 4 |
| 1.3.12 Special Education Program Research-Based Instructional Methodologies, Strategies, & Supports Positive Behavior Supports, Interventions, & Alternatives to Discipline Special Education Program Compliance with State & Federal Regulatory Mandates/Requirements & Best Practice Guidance Development through Inclusion Works Workshop in coordination with reading teachers/class; Acceleration through Instruction Academy to address advancement vs. remediation; Autism Awareness; Behavior Intervention Strategy sessions (BIP); Comprehensive IEP strategies; Teachers, Teacher Assistants, Instructional and Assessment Strategist, Counselors and Administrators will attend various trainings and conferences to target SP ED such as Inclusion Works, Marzano, Region One | Assistant Principal(s) | 211. 175, 199 | Each Semester | walkthroughs | 4 |
| 1.3.13 Migrant Implement Robotics Club/Program at MJHS in conjunction with other middle schools in MCISD and promote the advancement of math and science. | Migrant Strategist | 212 | Each Semester | participation certificate | 9 |
| 1.3.14 Instructional Technology Support district initiatives | Principal | | Yearly | reports | 10 |
| 1.3.15 Provide opportunities for professionals and paraprofessionals to attend local and state conferences. | Principal | | Yearly | sign in sheets, agendas | 4 |
| 1.3.16 Support content training and follow up with one day of planning every six weeks for all core academic areas. | Assistant Principal(s) | | Every Six Weeks | sign-in-sheets | 10 |
| 1.3.17 Support training for Texas Gateway resources with support from Region One educational services. | Principal | | Yearly | sign in sheets, agendas | 4 |
| 1.3.18 Support criteria for sufficient participation in PD activities to be monitored for the coming year. | Principal | | Yearly | reports | 2,10 |
| 1.3.19 Ongoing continuation and collaboration of support through Region One Educational Services to support academic improvement through teacher development. | Principal | | Yearly | reports | 4 |



**MISSION JR HIGH SCHOOL
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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 |
|--|----------------------------------|---------------|-----------------|-------------------------|-----|
| 1.3.20 Support campus administration on data analysis using AWARE. | Principal Academic Strategist | | Every Six Weeks | reports | 10 |
| 1.3.21 Attend an Administrator's Academy yearly. | Principal | | | sign in sheets, agendas | |
| 1.3.22 Campus administrators attend special education program implementation, data analysis and compliance indicators. | Principal | | Every Six Weeks | sign in sheets, agendas | 10 |
| 1.3.23 Attend professional development for campus administrators to ensure proper ESL Program implementation. | Principal | 199, 211 | Yearly | sign in sheets, agendas | 4 |
| 1.3.24 Attend professional development for campus administrators in Region One and state conferences pertaining to new initiatives and support those currently in place dealing with curriculum and instruction. | Principal | 199, 211, 175 | Yearly | sign in sheets, agendas | 4 |



**MISSION JR HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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) | | Each Semester | testing results | 8 |
| 1.4.2 Use data to evaluate academic success of students participating in existing special programs. | Principal Assistant Principal(s) | | Every Six Weeks | data reports | 2,1 |
| 1.4.3 Support an intentional monitoring system for all the campus special population programs. | Principal Assistant Principal(s) | | Weekly | grade level meetings, dept. meetings, master schedule | 2 |
| 1.4.4 Create campus data analysis teams to review student course failures, absences and discipline information at the end of every six weeks grading period. | Assistant Principal(s) Counselor(s) | | Every Six Weeks | reports | 1 |
| 1.4.5 Conduct an annual survey of students, teachers, and parents to ensure needs of identified gifted students are being met. Use the surveys to improve the GT program. | Principal Assistant Principal(s) | | Yearly | surveys | 2 |
| 1.4.6 Review testing instruments used for the identification of gifted students, particularly for special population students. | Assistant Principal(s) | | Yearly | reports | 9 |
| 1.4.7 Monitor the academic progress of ELL students at our campuses. | Assistant Principal(s) Principal | | Every Six Weeks | grades, testing results | 1 |
| 1.4.8 Screen, assess and identify students for the Gifted and Talented Program. | Assistant Principal(s) | | Yearly | Reports | 9 |
| 1.4.9 Utilize the SDLR under PBMAS (Performance-Based Monitoring Analysis System) to address the specific needs of special population groups (ELL, Special Education, and CTE). | Assistant Principal(s) Principal | | Each Semester | reports | 1 |
| 1.4.10 Conduct a data analysis of the AEIS and PBMAS reports on targeted performance indicators for the ELL and special education populations. | Academic Strategist | | Yearly | meetings | 1 |
| 1.4.11 Monitor and improve campus performance in all areas of PBMAS. | Principal | | Yearly | PLC's & CILT | 1 |
| 1.4.12 Support the LPAC process and decisions to ensure adherence to state and federal guidelines. | Assistant Principal(s) | | Yearly | LPAC Reports | 10 |



**MISSION JR HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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 |
|--|--------------------|-----------|----------|--------------|-----|
| 1.4.13 Support a system that targets needed areas of improvement for all special population groups. | Principal | | Weekly | reports | 9 |
| 1.4.14 Support a systematic analysis of curriculum-based assessment and STAAR data for intentional instructional/accelerated intervention plans to be implemented during the school day. | Teacher(s) | | Daily | walkthroughs | 9 |
| 1.4.15 Coordinate effort for student to have access to high school and college settings through field trips and orientations. | | | | | 1,2 |



**MISSION JR HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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 Adopt campus understandings of new standards and key concepts within the state and federal accountability systems. | Principal Assistant Principal(s) | | Each Semester | agendas, sign in sheets, certificates | 2 |
| 1.5.2 Review and realign sequencing of courses to transition to new state assessments. | Principal | | Yearly | reports | 2 |
| 1.5.3 Attend training to the Instruction and Assessment Strategists in order to interpret and evaluate the new state assessments (STAAR). | Academic Strategist | 199 | Yearly | po's, Cabinet Meetings, Sign In Sheets & Agendas | 10,2 |
| 1.5.4 Attend training on how to interpret reports specific to special populations. | Academic Strategist | 199 | Yearly | sign in sheets, agendas | 10,2 |
| 1.5.5 Support District level performance standards for STAAR | Principal | | Yearly | reports | 10 |



**MISSION JR HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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 electronic resources to expedite communication. | Principal | | Daily | school messenger reports | 2 |
| 1.6.2 Attend teacher meetings to refine and increase vertical and horizontal communication between the campus. | Principal | | Monthly | sign in sheets | 10 |
| 1.6.3 Attend collaborative curriculum and instruction meetings to refine and increase communication between stakeholders. | Principal | | Monthly | sign-in-sheets | 10 |
| 1.6.4 Continue the use of the campus website and Parent Portal. | Principal | | Daily | TEMS Reports | 10 |
| 1.6.5 Attend monthly secondary principal's meetings. | Principal | | Monthly | sign in sheets | 10 |
| 1.6.6 Attend monthly vertical principal's meetings. | Principal | | Monthly | sign in sheets | 10 |
| 1.6.7 Read weekly newsletter to remind stakeholders of upcoming events. | Principal | | Weekly | email reports | 10 |
| 1.6.8 Attend "Superintendent's Breakfast with the Teachers" meetings on a monthly basis to improve communication between Central Office and the campuses. | Principal | | Monthly | sign in sheets | 10 |
| 1.6.9 Participate in a goal driven agenda with opportunity for stakeholder input. | Principal | | Monthly | CILT Sign In Sheet | 10 |



**MISSION JR HIGH 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 | | Monthly | parent liaisons binder | 2,6 |
| 2.1.2 Expand community education opportunities through educational partnerships and participation in community activities. | Principal Parental Liaison | | Yearly | letter, agendas, sign-in-sheets | 6 |
| 2.1.3 Recognize parent volunteers, community and business leaders who support a variety of campus activities. | Principal Parental Liaison | | Yearly | parent liaisons 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 | | Yearly | reports | 6 |
| 2.1.5 Parent Liaison will conduct home visits, community meetings, and activities to promote student/parent involvement. | Parental Liaison | | Weekly | signed forms | 6 |
| 2.1.6 Conduct Health Fairs and Career Fairs. | Parental Liaison | | Yearly | sign-in-sheets | 6 |
| 2.1.7 Attend District Parent Conference. | Parental Liaison | | Each Semester | sign-in-sheets | 6 |
| 2.1.8 Attend a parent conference | Principal Parental Liaison | | Monthly | sign in sheets | |



**MISSION JR HIGH 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 district/campus level. | Parental Liaison | | Yearly | returned signed forms | 6 |
| 2.2.2 Conduct parent trainings on successful practices needed to assist students in meeting state and federal accountability standards. Food items will be provided. | Parental Liaison | | Monthly | agendas, sign in sheets | 6 |
| 2.2.3 Provide literacy initiatives for parents and community members to foster and promote a united partnership in education. | Parental Liaison | | Yearly | agendas, sign-in-sheets | 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 | | Each Semester | agendas, sign-in-sheets | 6 |
| 2.2.5 Develop targeted initiatives to increase parental involvement. | Principal Parental Liaison | | Each Semester | sign in sheets | 6 |
| 2.2.6 Dissiminate Policy at Meet the Teacher Night. | Parental Liaison | | Yearly | sign-in-sheets | 6 |
| 2.2.7 Conduct home visits to inform parents of opportunities, academic and truancy issues. | Parental Liaison | | Weekly | signed forms | 6 |
| 2.2.8 Campus will host various activities Meet the Teacher Night, Health Fair, Donuts with Dad, Muffins with Mom, Merienda with Grandparents, Family Literacy Nights, End of the Year Recognitions. | Parental Liaison | | Monthly | sign-in-sheets | 6 |



**MISSION JR HIGH 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 Principal | | Each Semester | letters | 6 |
| 2.3.2 Implement emerging technologies for expanding and improving communication with the community. | Principal | | Yearly | school messenger reports | 6 |
| 2.3.3 Utilize parental involvement personnel to advocate positive communications between the community and district. | Principal | | Daily | home visits, sign in sheets | 6 |
| 2.3.4 Letters and notifications are sent in English and Spanish. | Principal | | Each Semester | letters | 6 |



**MISSION JR HIGH 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 Conduct security audit. | Principal | | Each Semester | reports | 10 |
| 3.1.2 Establish a committee to inspect the facilities and report the areas of need to administration. | Principal Assistant Principal(s) | | Each Semester | maintenance department reports, work orders | 1 |
| 3.1.3 A report of findings will be reported to the Director of Maintenance. | Assistant Principal(s) Principal | | Monthly | reports | 1 |
| 3.1.4 Address security and safety audit findings. | Assistant Principal(s) | | Monthly | work orders, reports | 1 |
| 3.1.5 Completed work orders based on the findings | Assistant Principal(s) | | Monthly | work orders | 1 |
| 3.1.6 Address and process work orders in a timely manner. | Principal | | Weekly | work orders | 1 |



**MISSION JR HIGH 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 | | Each Semester | work orders | 1 |
| 3.2.2 Assess the condition of facilities, equipment, furniture, and technology and remove and/or replace as needed. | Principal | 199 | Each Semester | work orders, Purchase Orders, inventory reports | 1 |



**MISSION JR HIGH 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 Assess the needs and utilize personnel and resources to increase the effectiveness of security and safety personnel. | Assistant Principal(s) | | Monthly | Discipline reports | 1,10 |
| 3.3.2 Support a Multi-Hazard Emergency Operations Plan that address mitigation, preparedness, response, and recovery. | Assistant Principal(s) | | Monthly | Operations plan | 10 |
| 3.3.3 Support a plan to provide a clean, safe and healthy physical school environment. | Assistant Principal(s) | | Monthly | Responsibility Forms | 10 |
| 3.3.4 Continue a Discipline Plan for the campus. | Assistant Principal(s) | | Monthly | Discipline report | 10 |
| 3.3.5 Continue the implementation of the Positive Behavior Intervention and Support (PBIS) Committee to promote positivity on campus | Assistant Principal(s) | | Monthly | agendas, sign in sheets | 10 |
| 3.3.6 Continue of student dress code to promote safety and security. | Assistant Principal(s) | | Daily | Teacher Log Report | 10 |
| 3.3.7 Conduct vulnerability assessments | Assistant Principal(s) | | Monthly | Assessment reports | 10 |
| 3.3.8 Conduct climate surveys | Principal | | Yearly | Survey results | |
| 3.3.9 Campuses review/analyze discipline referral data for proper deployment of safety and security resources | Assistant Principal(s) | | Monthly | disciplinary reports | 10 |
| 3.3.10 Evaluate Emergency Operation Plans for relevance and effectiveness at our campuses. | Assistant Principal(s) | | Monthly | Operations plan | 10 |
| 3.3.11 Regular inspection of overall campus facility | Assistant Principal(s) | | Monthly | Inspection report | 10 |
| 3.3.12 Attend district employee training in responding to an emergency. | Assistant Principal(s) | | Each Semester | agendas, sign in sheets | 10 |
| 3.3.13 Provide mandatory school drills to prepare students and employees for responding to an emergency. | Assistant Principal(s) | | Monthly | Schedules | 10 |
| 3.3.14 Implement a security audit of the campus's facilities at least once every three years. | Assistant Principal(s) | | Yearly | Reports | 10 |
| 3.3.15 REM4ed Incident Management System, a web-based system, will continue to support. | Assistant Principal(s) | | Yearly | Reports | 10 |



**MISSION JR HIGH 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 |
|--|------------------------|-----------|----------|--|------|
| 3.3.16 Attend training for all campus administration and community partners' on the use of the REM4ed Incident Management System. | Assistant Principal(s) | | Yearly | Sign In Sheets | 10 |
| 3.3.17 Support safety equipment for campus. | Assistant Principal(s) | | Yearly | PO's, Cabinet Meetings, Grade Level Meetings, Sign In Sheets & Agendas | 10 |
| 3.3.18 Provide security cameras (when needed) | Assistant Principal(s) | | Yearly | PO's, Cabinet Meetings, Sign In Sheets & Agendas | 10 |
| 3.3.19 Provide a healthy environment | Assistant Principal(s) | | Monthly | reports | 10 |
| 3.3.20 Continue to attend training on the Texas Behavior Support Initiative (TBSI), Crisis Prevention Intervention (CPI), Satori Alternatives to Managing Agression (SAMA) components to school employees in order to address the provisions of the law for students under (IDEA). | Assistant Principal(s) | | Yearly | sign in sheets | 10 |
| 3.3.21 Attend DAEP Referral Procedure Orientation Training for principals and assistant principals in procedures for assigning students to Alternative School. | Assistant Principal(s) | | Yearly | sign in sheets | 10 |
| 3.3.22 Support RTI (Response to Intervention) before students are assigned to the Alternative School except for mandatory placements to DAEP/ JJAEP. | Assistant Principal(s) | | Monthly | sign in sheets | 10 |
| 3.3.23 Conduct exit meetings when students transition back to home campus, which include both campus and DAEP staff (staffing with parent, counselor, administrator and DAEP staff). | Assistant Principal(s) | | Monthly | sign in sheets | 10 |
| 3.3.24 Implement Anti-Bullying Campaign | Counselor(s) | | Yearly | presentations | 10 |
| 3.3.25 Provide teacher incentives. | Principal | | Yearly | po's, Cabinet Meetings, Sign In Sheets & Agendas | 5,10 |
| 3.3.26 Continue use of student ID cards, lanyards, and colored polo shirts. | Principal | | Yearly | reports | 9,10 |
| 3.3.27 Utilize counselors to conduct individual/group/classroom sessions and preventive measures for suicide prevention, conflict resolution, and violence prevention. | | | | | |



**MISSION JR HIGH 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 guidance content in a systematic way to students. | Counselor(s) | | Monthly | sign in sheets | 10 |
| 3.4.2 Counselor's attend regularly scheduled district counselors' meetings to provide training and determine needs of guidance and counseling department. | Counselor(s) | | Monthly | sign in sheets | 10 |
| 3.4.3 Conduct classroom presentations and Individual/Group Session based on a needs assessment. | Counselor(s) | | Monthly | log in sheets | 9 |
| 3.4.4 Assist student in monitoring and understanding their own career pathway through pre-registration, transition, career awareness and career orientation. | Counselor(s) | | Yearly | sign in sheets, log in sheets | 9,10 |
| 3.4.5 Expand counseling and guidance services for all students to include higher education requirements and/or expectations of students entering in the workforce or post/secondary university education. | Counselor(s) | | Yearly | agendas | 9,10 |
| 3.4.6 Require at least one meeting a year for each student and their assigned counselor for PGP (Personal Graduation Plan) (6th – 8th grade). | Counselor(s) | | Yearly | sign-in-sheets | 9,10 |



**MISSION JR HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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 Conduct professional development training for all secondary teachers and staff to support the safety and wellness of the students. | Principal | | Yearly | agendas, sign-in-sheets | 4 |
| 3.5.2 Review, revise, and continue the Drop Out Recovery Program. | Principal | | Yearly | agendas, sign in sheets | 2 |
| 3.5.3 Support training to improve: *student behavior, *encourage goal settings, *increase academic skills, increase attendance, *discourage the use of illegal drugs and alcohol, *discourage gang involvement along with other potentially harmful activities | Counselor(s) | | Monthly | agendas, sign in sheets | 2,10 |
| 3.5.4 AIMS Truancy Solutions will provide truancy reduction and dropout prevention services. | Assistant Principal(s) | | Monthly | agendas, sign in sheets | 10 |
| 3.5.5 Attend monthly Leaver meetings to ensure the campus is complying with the state Leaver requirements. | Assistant Principal(s) | | Monthly | agendas, sign in sheets | 10 |
| 3.5.6 Ensure the campus is monitoring it's At-Risk student's grades, attendance, and discipline every three weeks. | Counselor(s) | | Every Three Weeks | agendas, sign in sheets | 10 |
| 3.5.7 Provide additional support for the special population groups to ensure these students do not drop out of school. | Counselor(s) | | Every Six Weeks | agendas, sign in sheets | 9,10 |
| 3.5.8 Ensure that the migrant strategist is meeting the needs of the migrant students so that they can continue their education. | Migrant Strategist | | Weekly | agendas, sign in sheets | 9,10 |
| 3.5.9 Support Pregnancy Related Services (PRS) to pregnant students to assist during the pregnancy and postpartum periods. | Counselor(s) | | Monthly | agendas, sign in sheets | 9 |



**MISSION JR HIGH 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 Continue to assess and analyze 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 | Principal | | Monthly | Feedback reports, Inventory & Needs Assessment | 1 |
| <p>3.6.2 Continue to use for eRate discounts for priority 1 and priority 2 funding.</p> <p>Apply for and or renew site based licenses for the approved list of instructional software applications.</p> | Principal | | Yearly | Feedback reports, Inventory & Needs Assessment | 10 |



**MISSION JR HIGH 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 My Reading Coach, Study Island, Istation, Student Information Systems, TEMS Gradebook, School City Data Analysis, Wireless Digital Tablets, Online Professional Development, E2020, Microsoft SharePoint and Stoneware Portal. | Principal | | Each Semester | Reports, Monitoring | 4 |
| 3.7.2 Continue to implement, train and support TEMS Student Information Systems hardware and application. | Principal | | Yearly | Reports | 4 |
| 3.7.3 Train campus instructional staff every two weeks during Team planning periods to incorporate technology for improved student learning and teaching effectiveness. Prezi presentations, CPS units, Microsoft Word programs, and instructional links such as goanimate.com, etc. | Campus Computer Technician | | Monthly | Sign In Sheets | 4 |
| 3.7.4 Utilize campus instructional labs during instructional planning days (that are held every six weeks) to incorporate technology rich activities and lessons for ELAR and Math classes. | Assistant Principal(s) | | Every Six Weeks | Reports, Monitoring | 10 |
| 3.7.5 Evaluate reports | Principal | | Monthly | Reports | 1 |
| 3.7.6 Use TEMS reports for demographic data. | Academic Strategist | | Each Semester | TEMS Reports | 10 |
| 3.7.7 Evaluate reports | Principal | | Every Six Weeks | Review Reports | 1 |



**MISSION JR HIGH 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 Seek technology funding through grant opportunities presented by state and federal agencies and include partnerships (EPLAN Goal 3.1) so that the district continues to provide the best updated technology to students and staff. | Principal | | Monthly | Inventory Reports | 1 |
| 3.8.2 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 | | Yearly | Inventory Reports | 1 |
| 3.8.3 Explore the option to implement online testing by reviewing the computer to student ratio and possible funding. (EPLAN Goals 3.6, 4.1). | Testing Strategist | | Monthly | Reports | 1 |
| 3.8.4 Continue to support and maintain network hardware equipment to comply with CIPA (Children Internet Protection Act) requirements. | Campus Computer Technician | | Yearly | Reports | 1 |
| 3.8.5 Upgrade network infrastructure equipment to meet the demands of today's massive data flow. | Campus Computer Technician | | Each Semester | Reports | 10 |
| 3.8.6 Provide Telecommunications Services to enhance student achievement and communication. Update T.V links for educational channels. | Campus Computer Technician | | Monthly | Reports | 10 |
| 3.8.7 Support curriculum integration activities by providing technology peripherals and software. Student data provide training for management. | Campus Computer Technician | | Monthly | Reports, Sign In Sheets, Agendas | 1 |
| 3.8.8 Provide technology staff development training to teachers, administrators and support staff. | Campus Computer Technician | | Each Semester | Sign In Sheets, Agendas | 4 |
| 3.8.9 Analyze data in a timely manner. | Campus Computer Technician | | Each Semester | Reports | 1 |
| 3.8.10 We continue to purchase chrome books so that we have enough COWS for students to use for all students to work on accelerated reading and research from the classroom and support the other grade levels that fall short. Plus, we purchase the data projectors for the science building so that all core subjects have access and it is equitable for all core subjects. | Campus Computer Technician | | Yearly | Inventory Reports | 2,1 |
| 3.8.11 Upgrade infrastructure to support future State and Local online testing | Campus Instructional Technologist | | Yearly | Reports | 1 |
| 3.8.12 Continue to optimize the wireless infrastructure to support the multitude of wireless laptops and mobile devices. | Campus Computer Technician | | Each Semester | Reports, Inventory | 1 |
| 3.8.13 Maintain, manage, and upgrade servers, routers, switches for connectivity to local area network and wide area network resources. | Campus Computer Technician | | Each Semester | Inventory Report | 2,1 |
| 3.8.14 Continue to implement, support and maintain the hardware equipment for the district wide student information system (SIS). 1. Servers 2. Network hardware | Campus Computer Technician | | Each Semester | Reports | 1 |



**MISSION JR HIGH 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 |
|--|----------------------------|------------------|-----------------|-------------------------|------------|
| 3.8.15 Replace the PBX phone systems with voice-over-IP (VOIP) systems based on Mission CISD transition plan. | Assistant Principal(s) | | Yearly | Inventory Reports | 1 |
| 3.8.16 Implement the use of mobile devices in the middle school 6-8 environment in order to deliver curriculum and enable students to read and promote literacy. | Campus Computer Technician | | Each Semester | Reports | 9,10 |
| 3.8.17 Provide long distance telephone, cellular services, and data access to schools, administrative office and for staff that provide direct support to students. | Principal | | Yearly | Reports | 9 |
| 3.8.18 Utilize Video Conference Equipment with the Distance Learning Consortium. | Campus Computer Technician | | Each Semester | Sign In Sheets, Agendas | 9 |



**MISSION JR HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

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MISSION CISD

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 | | Each Semester | Teacher Feedback | 9 |
| 3.9.2 Attend technology staff development training to teachers, administrators and support staff. | Principal | | Each Semester | Sign In Sheets, Agendas | 4 |
| 3.9.3 Analyze data in a timely manner. | Campus Computer Technician | | Each Semester | Reports, Teacher Feedback | 1 |



MISSION JR HIGH 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 Maintain understanding of campus budget and finance. | Principal | | Yearly | Sign In Sheets, Agendas | 10 |
| 3.10.2 Attend business office procedures training for all administrators, secretaries/clerks, and sponsors | Principal | | Each Semester | Sign In Sheets, Agendas | 4 |
| 3.10.3 Attend trainings to keep up to date on changes regarding campus budgeting issues | Principal | | Yearly | Sign In Sheets, Agendas | 1 |
| 3.10.4 Attend trainings as provided. | Principal | | Each Semester | Sign In Sheets, Agendas | 1 |



MISSION JR HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

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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 Support the overall budget planning process to maximize available resources. | Principal | | Yearly | Sign In Sheets, Agendas | 10 |
| 3.11.2 Use additional resources to meet the needs of Special Education and English Language Learners (ELL). | Principal | | Yearly | Reports | 10 |
| 3.11.3 Determine the resources needed to address the needs of Special Education and English Language Learners (ELL). | Assistant Principal(s) | | Yearly | Reports | 1 |



**MISSION JR HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

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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 Follow E-Rate application and procedures for discounted funds for network infrastructure. | Principal | | Yearly | Reports | 10 |
| 3.12.2 Determine what E-Rate needs are necessary for the campus. | Principal | | Yearly | Reports | 1 |



MISSION JR HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

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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 Pursue additional efficiencies and utilize new and emerging technologies | Principal | | Yearly | Teacher Input | 1 |
| 3.13.2 Survey staff to determine technology areas of need for hardware and software. | Campus Computer Technician | | Yearly | Survey Results | 1 |



**MISSION JR HIGH 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 Continue to recruit and retain "highly qualified" teachers and instructional aides. | Principal | | Monthly | HQ reports | 5 |
| 4.1.2 Continue to study and propose revisions, as needed, to the teacher supplements that support the needs of students. | Principal | | Each Semester | HR reports | 9 |
| 4.1.3 Employ ESL certified English Language Arts secondary teachers. | Principal | | Monthly | HR reports | 5 |
| 4.1.4 Utilize Applitrack and Personnel Specialist Checklist for Qualifications | Principal | | Monthly | Applitrack reports | 5 |
| 4.1.5 Continue to support teacher of the year, retirement/recognition ceremonies. | Principal | | Monthly | ballots | 5 |
| 4.1.6 Principal will provide campus teacher of the year to Public Relation Officer with recognition ceremony being held in May. | Principal | | Yearly | ballots | 5 |
| 4.1.7 Provide new teachers with ongoing support through TX-BESS mentoring. | Principal | | Yearly | HR reports | 5 |
| 4.1.8 Provide new teachers with opportunities to observe veteran teachers. | Assistant Principal(s) Principal | | Every Six Weeks | Staffing report | 5 |
| 4.1.9 Utilize SBEC applitrack certification. | Principal | | Each Semester | Staffing report | 5 |
| 4.1.10 Utilize Applitrack and Personnel Specialist checklist | Principal | | Each Semester | Appiltrack reports, HR reports | 5 |



**MISSION JR HIGH 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 |
|---|-------------------------------------|-----------|-----------------|--------------------------|-----|
| 4.2.1 Study the need for and acquire campus positions to address the needs of students through local, state or federal funds e.g. AEIS, PBMAS. | Principal | | Monthly | Staffing report | 10 |
| 4.2.2 Continue the use of automated substitute calling program and absences reporting system. | Principal | | Monthly | Aesop reports | 10 |
| 4.2.3 Make recommendation to the district staff for teacher non-renewal who are deemed responsible for not meeting AEIS | Principal | | Yearly | evaluation documentation | 2 |
| 4.2.4 Introduce educational professional portfolios as a means of evaluating administrators, counselors, librarians, teachers, and staff. | Principal Assistant Principal(s) | | Yearly | Portfolio Review | 7 |
| 4.2.5 Review staffing guidelines and determine how to best meet needs among all campuses considering budget constraints. | Principal | | Yearly | Staffing Report | 2 |
| 4.2.6 Continue to utilize the Staffing Study conducted by TASB to ensure the campuses have the appropriate number of staff to meet the student needs, specifically in the areas of special education and bilingual education. | Principal | | Yearly | Staffing report | 2 |
| 4.2.7 Ensure staff study has been reviewed and campuses are aligned to its recommendation. | Principal | | Yearly | Staffing report | 4 |
| 4.2.8 Recommend Instructional Staff to increase student academic achievement. | Principal | | Yearly | Staffing Report | 9 |
| 4.2.9 Ensure AESOP system is functional and accessible to campus teachers and staff. | Principal | | Daily | Aesop Reports | 10 |
| 4.2.10 Utilize Eduphoria to generate teacher appraisal reports. | Principal Assistant Principal(s) | | Weekly | Eduphoria Reports | 10 |
| 4.2.11 Utilize educational professional portfolios. | Assistant Principal(s) Principal | | Every Six Weeks | portfolios | 10 |



**MISSION JR HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM -PERSONNEL RECRUITMENT, SELECTION AND RETENTION

OBJ 3 Continue staff development efforts to support the Professional Development of Professional and Paraprofessional staff.

| Action | Person Responsible | Resources | Timeline | Evaluation | swc |
|---|--------------------|-----------|-----------|-------------------------|-----|
| 4.3.1 Continue to provide a staff development plan that supports Teacher Quality Annual Measurable Objectives (TQAMO) under NCLB. | Principal | | Monthly | agendas, sign in sheets | 4 |
| 4.3.2 Allow teachers to attend professional development for teachers and administrators aligned to diverse student groups in the district e.g. ELL, Special Education, technology standards | Principal | | Monthly | agendas, sign in sheets | 4 |
| 4.3.3 Plan of action in staff development in place for coming year that fulfills TQAMO requirements under NCLB. | Principal | | Yearly | agendas, sign in sheets | 4 |
| 4.3.4 Utilize Euduphoria to generate professional development reports | Principal | | Quarterly | reports | 4 |
| 4.3.5 Support and encourage PD trainings for administrators, teachers, and all staff throughout the year. | Principal | | Yearly | agendas, sign in sheets | 4 |

**CAMPUS PERFORMANCE
2016-2017**



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

Campus Name: **Mission Junior High School**

| Approaches <i>Student Group</i> | 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 |
| | % | % | % | % | % | % | % | % | % | % | % | % | % | % | % | % | % | % | % | % | % | % | % | % |
| All Students | 75 | 74 | 71 | 72 | 72 | 69 | 67 | 75 | 79 | 81 | 77 | 75 | 67 | 70 | 65 | 67 | 79 | 79 | 74 | 74 | 77 | 75 | 69 | 59 |
| African American | 65 | 78 | 86 | * | 61 | 75 | 80 | * | 68 | 77 | 86 | * | 57 | 72 | * | - | 69 | 88 | * | - | 69 | 89 | - | - |
| Hispanic | 71 | 74 | 71 | 72 | 67 | 69 | 67 | 75 | 76 | 80 | 77 | 75 | 62 | 70 | 65 | 67 | 75 | 78 | 74 | 74 | 73 | 75 | 69 | 59 |
| White | 85 | 85 | 78 | 89 | 83 | 82 | 79 | 92 | 87 | 87 | 87 | 92 | 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 | 46 | 35 | 33 | 27 | 39 | 49 | 52 | 47 | 66 | 30 | 32 | 29 | * | 47 | 45 | 46 | 50 | 45 | 44 | 49 | 44 |
| Ec. Disadvantaged | 68 | 72 | 69 | 66 | 64 | 66 | 64 | 69 | 73 | 79 | 75 | 69 | 58 | 68 | 61 | 56 | 72 | 77 | 72 | 66 | 69 | 73 | 68 | 53 |
| ELL | 57 | 60 | 53 | 44 | 51 | 51 | 47 | 46 | 69 | 72 | 65 | 52 | 50 | 57 | 45 | 38 | 57 | 62 | 56 | 37 | 48 | 50 | 38 | 24 |



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

| | ATTENDANCE RATE ALL GRADES | | ANNUAL DROPOUT RATE GRADES 7-8 | |
|---------------|-------------------------------|-----------|-----------------------------------|-----------|
| | 2014-2015 | 2015-2016 | 2014-2015 | 2015-2016 |
| | Rate | Rate | Rate | Rate |
| Afr. American | - | * | - | - |
| Hispanic | 95.7% | 95.9% | 0.2% | 0.2% |
| White | 95.8% | 95.6% | 0.0% | 0.0% |
| Eco. Dis. | 95.3% | 95.2% | 0.2% | 0.2% |
| All Students | 95.7% | 95.8% | 0.1% | 0.2% |

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

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

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

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

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

Mission Junior High School
2017-2018
CAMPUS BUDGET SUMMARY

| FUNDING SOURCE | FUNDING TYPE | AMOUNT |
|-----------------------|---|---------------|
| 199 | GENERAL FUND | \$124,320.00 |
| | | |
| FUNDING SOURCE | STATE | AMOUNT |
| 195 | STATE GIFTED & TALENTED | |
| 161 | STATE VOCATIONAL | |
| 171 | STATE SPECIAL EDUCATION | \$2,450.00 |
| 175 | STATE COMPENSATORY | \$24,853.00 |
| 165 | STATE BILINGUAL | \$64,923.00 |
| 173 | HIGH SCHOOL ALLOTMENT | |
| | | |
| FUNDING SOURCE | FEDERAL | AMOUNT |
| 211 | TITLE I REGULAR | \$104,947.00 |
| 212 | TITLE I MIGRANT | \$120.00 |
| 224 | IDEA-B FORMULA | |
| 244 | CARL PERKINS (CTE) | |
| 255 | TITLE II- PART A Classroom Size Red/Eisenhower | |
| 263 | TITLE III- BILINGUAL | \$5,454.00 |
| | | |