



# SOUTHWEST INDEPENDENT SCHOOL DISTRICT STRATEGIC PLAN GOALS (DSPG)

<p style="text-align: center;"><b><u>Call to Action</u></b></p> <p>Southwest ISD provides opportunities for all learners to be confident, resilient, and successful global citizens.</p>	<p><b>CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN MCNAIR MIDDLE SCHOOL 2021-2022</b></p> 	
<p style="text-align: center;"><b><i>DISTRICT MISSION &amp; VISION</i></b></p> <p><b>The mission of Southwest Independent School District</b> Southwest Independent School District will identify and develop the potential of all individuals.</p> <p><b>The vision of Southwest Independent School District</b> Southwest Independent School District will be the leader in educational innovation.</p> <p>07/29/2021</p>	<p><b>STRATEGIC PLAN GOALS</b></p> <p><b>GOAL 1:</b> SWISD will provide a comprehensive framework of learning that is engaging, flexible, rigorous, supportive, and relevant to college/ career readiness for all students.</p> <p><b>GOAL 2:</b> SWISD will foster an environment in which social and emotional support is a priority for all.</p> <p><b>GOAL 3:</b> SWISD will constantly utilize timely multifaceted communication that reaches all member of our SWISD community.</p> <p><b>GOAL 4:</b> SWISD will create a safe, nurturing and engaging environment where all students succeed.</p> <p><b>GOAL 5:</b> SWISD will capitalize on the strengths, resources, and abilities of our diverse community to become successful, global citizens.</p> <p><b>GOAL 6:</b> We will provide professional development for instructional methodology that is relevant to the needs of students, teachers, and administrators in a timely manner.</p>	<p style="text-align: center;"><b><i>TITLE 1 SCHOOLWIDE COMPONENTS (CODE BY #)</i></b></p> <ol style="list-style-type: none"> <li>1. Comprehensive needs assessment</li> <li>2. School wide reform strategies</li> <li>3. Instruction by highly qualified teachers &amp; paraprofessionals</li> <li>4. High-quality and ongoing professional development for all</li> <li>5. Strategies to recruit high-quality teachers and support teachers</li> <li>6. Strategies to increase parent/family engagement</li> <li>7. Transition plans for targeted years &amp; programs</li> <li>8. Data-driven decision making of academic assessments</li> <li>9. Effective and timely assistance for struggling students</li> <li>10. Coordinated assistance of Federal, State, and local services and programs.</li> <li>11. Technology integration</li> <li>12. Career &amp; College Readiness</li> <li>13. Build foundation in math and reading</li> <li>14. Develop leadership</li> <li>15. Well-rounded education</li> </ol>

D S P G	TARGET AREA (Specific objectives based on campus and students' needs)	ACTION STRATEGIES (List only 1 Action Strategy per cell.)	RESPONSIBLE PERSON(S)	COST/ RESOURCES	TIMELINE	EVIDENCE OF IMPLEMENTATION	EVIDENCE OF IMPACT	FORMATIVE/ SUMMATIVE	C o m p · A l i g n m e n t
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## 2021-2022 CAMPUS IMPROVEMENT TEAM

Principal	Johnathon Cruz
Assistant Principal	Sergio Martinez
Assistant Principal	Alfonso Menchaca
Academic Coordinator	Debbie Jones
Counselor	Sarah Flores-Valdez
Counselor	James Sanchez-York
ELAR MCL	Shannon Martinez
Math Lead	Matthew Martinez
Social Studies Lead	Layton Herring
Science Lead	Loretta Flores
ELL Representative	Sara Castro
Special Ed Teacher Leader	Ricardo Juarez II
Technology Facilitator	Lee Cody/ James Lafler
Reading Interventionist	Erica Felan
Parent	Amber Robles
Community Representative	

## SOUTHWEST INDEPENDENT SCHOOL DISTRICT STRATEGIC PLAN GOALS (DSPG)

SWISD will provide a comprehensive framework of learning that is engaging, flexible, rigorous, supportive, and relevant to college/career readiness for all students.	<b>1.1</b> Establish Pre K-12 systems that assure every student is prepared to arrive and thrive in a college and/or career with a focus on literacy. [2017-2018]
	<b>1.2</b> Provide opportunities for self-exploration of career possibilities connected to education or training requirements, so students make informed decisions about achieving their future visions. [2017-2018]
	<b>1.3</b> Engage students to independently create personal learning paths using a variety of technology and pedagogy. [2017-2018]
	<b>1.4</b> Implement a new principal and teacher appraisal system that incorporates practices focusing on planning, instruction, learning environment, progress monitoring, and goal-setting. [2017-2018]
	<b>1.5</b> Create multi-faceted learning experiences focused on developing/honing students' 21 <sup>st</sup> Century Skills & their ability to grow into global citizens. [2017-2018]
	<b>1.6</b> Provide rigorous learning experiences for authentic, complex problem-solving that require the application of deep and board thinking skills, nurturing and refining students' abilities to assume their roles as global citizens. [2018-2019]
SWISD will foster an environment in which social and emotional support is a priority for all.	<b>2.1</b> Create a "we" culture that fosters involvement and social interaction across all stakeholders throughout the community with a focus on anti-bullying and anti- harassment. [2016-2017]
	<b>2.2</b> Establish school norms that value a safe and positive social environment. [2017-2018]
	<b>2.3</b> Provide school experiences that empower individuals to develop leadership and ownership of personal success. [2018-2019]
	<b>2.4</b> Provide targeted social experience to groups with specific programs. [2019-2020]
SWISD will consistently utilize timely, multifaceted communication that reaches all members of our SWISD community.	<b>3.1</b> Provide guidelines to establish communication protocols district-wide. [2017-2018]
	<b>3.2</b> Diversify the distribution of information to the community through numerous platforms of communication. [2017-2018]
	<b>3.3</b> Inform the community about and promote the District's advances in a positive light, creating a sense of pride in the community. [2017-2018]
SWISD will create a safe, nurturing and engaging environment where all learners succeed.	<b>4.1</b> Ensure a quality learning environment for all. [2017-2018]
	<b>4.2</b> Establish a classroom culture/climate in which all individuals are valued, appreciated and celebrated. [2017-2018]
	<b>4.3</b> Incorporate and expand meaningful family and community engagement as a key component to successful learning. [2018-2019]

<p>SWISD will capitalize on the strengths, resources, and abilities of our diverse community to support students in becoming successful, global citizens.</p>	<p><b>5.1</b> Establish a Parent/ Community Engagement Committee to create and implement a joint vision of parental engagement activities that will identify and utilize school / community resources to increase a family and community presence. [2017-2018]</p>
	<p><b>5.2</b> Provide engaging opportunities for parental involvement through collaboration between district and community partners. [2017-2018]</p>
	<p><b>5.3</b> Create a survey/evaluation at the campus and district levels. [2018-2019]</p>
	<p><b>5.4</b> Review and assess evaluation and implement CIP part of targeted on-going successful and consistent engagement opportunities for parent and community members at the campus and district level. [2018-2019]</p>
<p>SWISD will provide relevant professional development to meet the needs of all learners in a timely manner.</p>	<p><b>6.1</b> Establish and monitor the expectations of district staff development for utilization and implementation. [2016-2017]</p>
	<p><b>6.2</b> Cultivate the expertise of teachers to provide an effective mentoring model and ensure the growth of the learner through collaboration. [2017-2018]</p>
	<p><b>6.3</b> Build the capacity of leadership in curriculum and instruction. [2017-2018]</p>
	<p><b>6.4</b> Provide data-driven, research-based, goal-focused staff development targeted for specific learners. [2017-2018]</p>
	<p><b>6.5</b> Provide staff development targeting individual goals based on collaboration with the learner. [2017-2018]</p>
	<p><b>6.6</b> Utilize a variety of training methods or modalities centered around the objectives of the individual's training and learning style needs. [2018-2019]</p>

## **Campus Mission Statement**

At McNair Middle School, everyone is committed to service, growth, and results. Everyone Matters!

## **Campus Vision Statement**

McNair will provide a high-quality environment in which students, staff and community will collaborate to ensure all students become productive citizens.

## **Motto**

If we can predict it we can prevent it! Level Up!

**M McNAIR**

**CHALLENGERS**



## CAMPUS PERFORMANCE OBJECTIVES & GOALS

1.	Campus attendance will meet 97% overall for the year (95%)
1.	Attain 90% in STAAR Math (2019 STAAR Scores 77% Approaches Meets 45% Masters 18%)
1.	Attain 85% in STAAR Reading (2019 STAAR Scores 72% Approaches 38% Meets 14% Masters)
1.	Attain 75% in STAAR Writing (2019 STAAR Scores 58% Approaches Meets 27% Masters 10%)
1.	Attain 85% in STAAR Science (2019 STAAR Scores 74% Approaches Meets 39% Masters 14%)
1.	Attain 75% in STAAR Social Studies (2019 STAAR Scores 58% Approaches Meets 23% Masters 12%)
1.	Attain distinctions in Math, Science, Social Studies and Closing the Gaps.
1.	TIP: Domain 1: Student Achievement - McNair will improve from a 74 to an 80. McNair goal: 75% Approaches, 48% Meets, and 27% Masters
1.	TIP Domain 2A: Student Progress - McNair will improve from a 56 to a 70. McNair will focus on students in the Meets and Masters areas ensuring students continue to maintain Expected and Accelerated on STAAR progress
2.	TIP Domain 3: Closing the Gaps - McNair will improve from 71 to an 80. McNair will focus on Growth Status and will obtain 12/16 indicators, which will directly impact Academic Achievement. McNair will also focus on TELPAS and increase from a 39% to a 46%.

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2,4,5	Attendance Awareness: 1	Attendance-At Risk a. Attendance counts b. Weekly grade level team meetings c. Home visits	Admin, Social worker, Counselor, nurse	SCE, Local, Title 1	Ongoing	Attendance Committee Meetings Documentation Student meetings documentation	Decrease in number of students absent (Below 90% list)		
2	Attendance: 1	Provide rewards for perfect attendance throughout the school year. a. Drawing for prizes	Admin, Social worker, Counselor,	Local	Each six weeks	Prizes for students, attendance to school events	Increase student attendance to 96%	AEIS Report daily attendance reports	1, 2
2,3	Attendance: 2	Student Conferences for Attendance a. Student Conference for students with five or more absences in October b. Parent Conference with students within 10 or more absences in December c. School Messenger calls each day a student is absent d. Building Leaders Academy (Saturday School) e. Virtual Atten"Dance" f. Game Night	Admin, Social worker, Counselor	None	Daily monthly	Referral Documentation Phone call log ECL	Increase student attendance to 96%	AEIS Report daily attendance reports	1, 2, 6
2	All Staff Retention & Recruitment: 1	Faculty incentives: a) Lucky ducks b) Curbside parking c) Rewards d) 12 @ 12 Call	Principal and Hospitality Committee	Local	Monthly	First Class Announcements Faculty Meeting Agendas	Increase retention of staff	Quarterly campus created survey	5

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4	Adult staff development; data analysis:	Teacher and students will set targets, progress monitor, and share data with students and parents on regular basis.	Content Teachers	Local	Ongoing	Sign in sheet Parent Night Progress Monitoring wall Student Target Cards and PM charts in journals	5 % increase on following six weeks common assessments.	Common Assessment  Performance-based Assessments	
1	Career & Technology: 1	Provide opportunities for student to learn about Career & Technology opportunities available	CT director, Counselors	None	Spring 2021	Stem Participation through Alamo Colleges Career Fair Participation, Student interest inventories, Student choice slips	100% students will be introduced to CT classes available at SWHS	Career Cruising, interest Inventory My Road	1, 2
1,3,6	College and Career Readiness 1	8th Grade students will be enrolled in high school credit courses (Algebra 1)	Counselors, Teachers, Admin	None	Fall 2021 Spring 2022	Student Schedules	Increase enrollment in Hs Credit and advanced classes by 5% annually	Feedback from student, parent and teacher survey	1
2	Career & College Readiness 2: PACS	Provide opportunities for students to learn about STEM related careers and college preparation.	CTE directors, counselors	local	semester	STEM participation through job shadow, PITSCO lab and high school endorsements.	100% of students will be introduced to high school endorsements.	Career cruising, PITSCO	1, 2

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1	College & Career Readiness: 3	Provide opportunities for students to visit colleges virtually; learning about post-secondary options available to them.	Counselors, teachers	Local	Ongoing	Field trip, permission slips	Increase the number of students that are college and career ready.	Survey	1 2
1	College & Career Readiness: 4	Administer TSI exam to all 8th grade students.	Counselors, 8th grade teachers	Local	Fall and Spring	Camus and student results	Access to summary score report	Number of students that are college ready.	1 2
1	College & Career Readiness:5	Provide online TSI practice resource for students.	Counselors, 8th grade teachers	Local	On going	Camus and student results	Access to summary score report	Number of students that are college ready.	1 2
1	Character Development for all students: 1	Provide and implement campus character development choices and incentives to students.	Administration, Teachers, Social Workers, Counselors	Title I	Fall 2021 Spring 2022	Assemblies to reinforce character development; class participation.	Decrease discipline referrals by 5%	Feedback from students, teachers, and parents	1, 2
4	Coordinated Health Services: 1	Demonstrate the 8 components of Coordinated Health Curriculum through physical education program, parent health services/training, provide emotional services/support and promote staff health.	Nurse, Admin, PE/Health Teachers, SHAC, Child Nutrition Social Worker	Local	monthly	End of year Fitness Gram results. Participation in events	100% of all students will complete all components of the coordinated health program	Feedback from student and staff surveys	1, 6
2,4	Disciplinary	Provide a Disciplinary Alternative Education Program (DAEP or Bootcamp) for students that meet the	Principal of DAEP	SCE and Local Funds (from	Aug 23, 2021 – last	Hearing documents,	100% of students eligible for	Hearing and campus data reports.	2 9 1 0

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	Alternative Education Program 1	requirements of removal from their primary campus based on disciplinary actions.		campus allotments)	day of school	student schedule, class rosters	DAEP services will be provided the opportunity to attend.		
2,4	Disciplinary Alternative Education Program 2: General Supplies	Provide DAEP with comparable materials, resources, and supplies as secondary campuses ensure the continuation of learning for all students	Principal of DAEP	SCE and Local Funds (from campus allotments)	Aug 23, 2021 – last day of school	Purchase orders, grade level materials list, technology list	100% of students will be able to have comparable resources to campus students.	Grades and report cards	2810
2,6	Disciplinary Alternative Education Program 3: Professional Development	Provide DAEP staff and teachers with necessary professional development to continue ongoing professional learning, specialize in content areas, and work with at-risk students.	Principal of DAEP	SCE and Local Funds (from campus allotments)	Sept , 2021 – July 2022	Workshop Request forms, certificates, and CNA	100% of teachers will meet highly-qualified status for the grade level and content they teach.	HR report	3410
1,4	ELAR 1: Student Interventions: Read 180	Take Flight/Achieve 3000 teacher to provide instructional interventions for students struggling with decoding,	Counselors Administration	SCE, Local, Title I	August 2021- June 2022	student schedules, student Take Flight scores, and	100% of 6th and 7th grade students, who	BOY MOY EOY assessments	1,2,9

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		fluency, and reading in small group and online using Achieve 3000.				Achieve 3000 grades	have not been successful the last year or two years of STAAR, will be placed in Achieve 3000.	STAAR data 2020-2021	
1,4	ELAR 2: Student Interventions: Achieve 3000	Achieve 3000 will provide reading strategies in small group instruction while others students will complete Achieve online.	teachers Administration	SCE, Local, Title I	August 2022- June 2022	Lexile Level Set Monthly Lexile Adjustments	100% of 6th grade students, who were not successful in 5th grade 2019-2020 Reading STAAR, will use Achieve 3000 in class.	Achieve 3000 Level Set Monthly Lexile Adjustments Small group teacher led instruction	2, 9
4	ELAR: 3 Novels/Scholastic Magazines	Provide all ELAR teachers with novels/Scholastic Magazines for intervention/enrichment during CPT or classroom instruction by providing opportunities for literature circles to teach TEKS.	Content Lead ELAR teachers Administration	SCE, local, Title I	August 2021- June 2022	CPT lessons Walkthroughs	There will be an increase of 5% of students' levels on district and state assessments.	STAAR Benchmarks Common Assessments	2, 9
1,6	ELAR 4: Honors	Provide opportunities to attend AP training, workshops, and purchase teacher resources Honors classes.	Administration Content Leader	Local	August 2021-August 2022	Registration, certificates	5% increase on Mastery Level students across all three grade	Walk throughs Certificates	2, 4

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							levels on state assessments.		
1,6	ELAR: 5	Provide ELAR teachers with quality reading strategies and instructional techniques through a Analyzing Reading/writing Workshop	Content Lead ELAR Staff	SCE, Local, Title 1	November 34, 2020	Registration and certificates from trainings	5% of 6th, 7th, and 8th grade Reading Scores will increase in Approaches and Meets on state assessments.	Certificates, Eduphoria	4
1,6	ELAR:6	Provide training to ELAR, Inclusion support, and ESL teachers to assist students struggling with Reading & Writing.	Content Lead Admin	Title 1	August 2021-August 2022	Agenda Sign in sheets	5% of 6th, 7th, and 8th grade Reading Scores will increase in Approaches and Meets on state assessments.	Walk throughs Common Assessment/ State scores	4
1,4	ELAR: 7	Provide an additional ELAR teachers to reduce class sizes.	Admin Content Lead	Title 1	Aug. 2021 - Jun. 2022	Master Schedule	Scores on common assessments will increase by 10%	District/Campus benchmarks and common assessments, state Assessment	1

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1, 6	ELAR: 8	Provide training for dyslexia teacher to participate in Take Flight and resources to meet the needs of our dyslexic population.	C&I Content Specialist teacher	Title I, SCE Funds	Fall 2021 Spring 2022	Registration and certificates from trainings and Purchase Orders	Scores on common assessments will increase by 10%	District/Campus benchmarks and common assessments, state Assessment	9
1,6	ELAR: 9	Provide teachers with Children's books to model text structure and writing.	C&I Content Specialist, MCL's, Admin, and English teacher leader	Title 1	Ongoing	Walk throughs observations feedback	5% of 7 <sup>th</sup> grade writing scores will increase in the Approaches and Meets on state assessments.	District/Campus benchmarks and common assessments, state Assessment	9
1,6	ELAR: 10	Provide ALL teachers popular novels to add to their classroom libraries and create a culture of literacy and independent reading.	MCL, Teachers	Title, SCE	Ongoing	Observations, feedback	Increase library circulation by 10%.	Library Circulation Report	9
1,6	ELAR:11	Provide teachers with opportunities to attend professional development to support student learning such as, Empowering Writers and LETRS training.	Teachers	Title, SCE	Ongoing	Observations, feedback	Scores on common assessments will increase by 10%	District/Campus benchmarks and common assessments, state Assessment	9
1,6	ELAR:12	Provide teachers/students with supplemental resources such as Measuring up, Motivation Reading/Writing, Sirius Education, and	Teachers	Title, SCE	Ongoing	Walk throughs observations feedback	Scores on common assessments	District/Campus benchmarks and common assessments,	9

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		No Red Ink to support student outcomes on STAAR.					will increase by 10%	state Assessment	
1	ELAR:13	Provide teachers/students with supplemental resources such as class sets of markers, color pencils, scissors, glue sticks, binders, composition notebooks, etc...to support instruction.	Teachers	Title, SCE, local, IMP	Ongoing	Walk throughs observations feedback	Scores on common assessments will increase by 10%	District/Campus benchmarks and common assessments, state Assessment	1
1	ELAR:14	Provide teachers/students with supplemental resources such as class sets of markers, color pencils, scissors, glue sticks, binders, composition notebooks, etc...to support summer school instruction.	Teachers	Title, SCE	Summer	Google Classroom observations and feedback	Summer School assessments will increase by 10%	Teacher created Assessments	1
1,4	Electives: 1	Use a variety of resources (consumables/materials) to supplement instructional materials needed to support the elective classrooms.	Elective teachers	SCE, Title I, Local	weekly	Learning walk/usage charts from software	materials used to provide the hands on instruction	Use of materials to support the elective classrooms.	1
6	English Language Learners: 1	Provide professional development such as ELPS, SIOP, ESL methodologies, and strategies towards the instruction of ELLs.	Admin., selected teachers	local funds, Title II	1 <sup>st</sup> Semester	Certificates	10% increase in LEP student performance on assessments	Staff redelivers to departments	1, 2, 4
1,4	English Language Learners: 2	Support language acquisition for ELL students by providing targeted instruction	All teachers	SCE, Local, Title I	Daily	Lesson Plans 100% of EL learners will receive language	100% of students identified will be placed in ESL classes or	District/Campus benchmarks and common assessments,	1, 2, 3, 9



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						support in ELAR classes.	in Push-In support in regular classes	state Assessments	
1,4	English Language Learners:3	Provide Push-In support in other than ELAR content classrooms for our Beginner and Intermediate students.	ESL Teacher/tutor	SCE, Title, Local	Weekly	Schedules documented time logs	10% increase in LEP student performance on assessments	District/Campus benchmarks and common assessments,	1, 2
1,4	English Language Learners:4	Provide popular novels in English and Spanish to add to their classroom libraries and create a culture of literacy and independent reading.	ESL Teacher	Title 1	Aug. 2021-Aug. 2022	Walk throughs observations feedback	Scores on common assessments will increase by 10%	District/Campus benchmarks and common assessments, state Assessment	1, 2
6	Gifted/Talented: 1	Increase the number of students identified as GT and the number of teachers trained in GT	Admin, Teachers	Local	Annually	GT identification list, nomination forms, Certificates	Increase # of students by 5% annually and Teachers trained to 100%	PEIMS, Certificates	8, 4
1	Guidance: 1	Counselors will spend state recommended amount of time on Guidance related activities. Guidance Curriculum- 30% Responsive Services-35% Individual Planning- 25% System Support- 10%	Counselors Administrators	Local	Daily/weekly	Daily Schedules	Counselors will meet the state requirements for guidance related assistance at 100%	Meet the state guidelines for activities.	1
1	Guidance: 2	All staff will participate in identifying student interests as they relate to	Counselors, Teachers	Local	Each semester	Students PGP, Lesson	100% 8 <sup>th</sup> grade will have a	Feedback from Students, and Staff	1, 2

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		Personal Graduation Plans and Career/College Readiness				Plans/Activities based on CCRS	graduation plan. 100% 6 <sup>th</sup> & 7 <sup>th</sup> grades will participate in CCR developmental activities.		
2	Guidance: 3	Support guidance program with clerical duties-counseling clerical duties.	Counselor's clerk	Title 1	Daily	Daily Schedule	100% students of all enrolling will have completed PRC's and school records in a timely manner.	Completion of PRC's and sub-pop identification sheets	1, 2
1, 2, 4	Guidance: 4	Counselors will provide student session for transition meetings for all students.	Counselors Administrators	Local	Jan. 2022	Sign in sheets	Incoming students will have selected course/electives for coming year	Meet the district timeline/guide lines for activities.	1, 2, 7
2, 4, 6	Guidance: 5	Provide staff with training on bullying, cyber bullying, CPS and abuse training.	Counselors, Teachers	Local	Fall 2021	Certificates	Teachers will be trained through online Eduphoria.	Meet the district timeline/guide lines for activities	1, 2, 4
1, 2, 4	Guidance: 6	Guidance Curriculum and reading materials (to include but not limited to	Counselors, Social Worker	Counseling, Title 1	Aug 2021-May 2022	Purchase orders	Day to day operations	Decrease in failure/	1, 9, 10

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		bullying, suicide prevention, child abuse prevention training)						Increase in reporting.	
2,4	Guidance: 7	Class presentations that provide prevention of drug, violence and bullying/cyberbullying. Red Ribbon Week Activities Anti-Bullying Information	Counselors	Local	Ongoing	Guidance lessons, google slides presentations	Decrease the number of referrals involving drugs, violence and bullying on campus	Meet the district timeline/guide lines for activities	2, 10
3	Guidance: 8	Counselors will send out a monthly newsletter to the community using Smore.	Counselors	Local, Title	Ongoing	Monthly newsletter	Increase parent communication	Meet the district timeline/guide lines for notification of activities	6
1, 5	Leadership Development:2	Leadership team will visit campuses within our comparison groups (in/out of district) to identify/analyze systems they have in place.	Leadership team	Title	December-January	Agenda Minutes Sign in Sheets	Attain Distinctions in Closing the Gaps, Top 25%	Redeliver to faculty during PLC.	1, 2, 8
1,4	Highly Qualified Teachers: 1	Actively recruit, hire, and retain highly qualified teachers by attending job fairs and implementing teacher of the month.	Principal	Title 1	Annually	Teacher certificates, HQ status form	100% instructional staff will be highly qualified	Certificates, survey feedback	5
1	Math: 1	Continue to incorporate strategies to enhance and support Honors classes.	All Math staff, Math Coordinator, Administration	Local, Title I	Weekly	Lesson Plans, Observations, Walkthroughs	There will be an increase of 5% of students who meet satisfactory levels on	District/Campus Benchmarks and Common Assessments,	1

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							district and state assessments.	State Assessments	
4	Math: 2	Provide students the opportunity to obtain additional tutoring, Imagine Math, and Education Galaxy through advisory.	Math Teachers / Staff	Title I, local, SCE	Weekly	Sign-In Sheet	10% growth in all Tier I students' math scores	District/Campus Benchmarks and Common Assessments, State Assessments	9
6	Math: 3	Provide professional development such as ELPS, SLAM, SIOP, ESL methodologies, and strategies towards the instruction of ELLs.	Admin, Math Staff, RTI Specialist, and C&I	Region 20 Co-op, Title I, local	2021-2022	Workshop certificates	There will be an increase of 5% of students who meet satisfactory levels on district and state assessments.	District/Campus benchmarks and common assessments, state Assessments	4, 9
1	Math: 4	Provide Math teachers with a new resource to implement in class. STAAR Masters, Motivation Math, Measuring Up, Algebra Readiness, Peardeck, Lead4ward Sorting cards, Maneuvering The Middle, Education Galaxy, Lowman, and Sirius Education are	Math Staff and Admin	Local, Title I, SCE	2021-2022	Forethought, Benchmarks, Common Assessment Data, Walkthroughs	There will be an increase of 5% of students who meet satisfactory levels on district and	District/Campus benchmarks and common assessments, state Assessments	1

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		research-based resources that is aligned to the Texas standards and designed with formative assessments, driven by the needs of educators, and informed by student state assessment data.					state assessments		
1	Math: 5	Provide Math staff with technology equipment to deliver instruction in class. TI-Inspire Smart view Amulator, interwrite boards, and Lady Bug.	Math Staff	Local, Title I	2021-2022	Forethought, Benchmarks, Common Assessment data, Walkthroughs	There will be an increase of 5% of students who meet satisfactory levels on district and state assessments.	District/Campus benchmarks and common assessments, state Assessments	1
1	Math: 6	Provide a supplemental class, IPI is designed for Special Education students that failed STAAR Math.	RTI specialist, counselor, admin	SCE, Title I, local, FTE	2021-2022	Student Schedules	10% of growth in Special Education STAAR math scores.	District/Campus benchmarks and common assessments, state Assessments	1, 9, 10
1	Math: 7	<ol style="list-style-type: none"> <li>Provide Nspire calculators for Algebra I students and trainings for Algebra I teachers.</li> <li>Provide 4 function calculators for spec pops groups.</li> </ol> (spec ed, 504, ELL)	Admin	Title I	2021-2022	Class	There will be an increase of 5% of students who meet satisfactory levels on	Lesson Plans, Observations	1, 4

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							district and state assessments.		
1	Math: 8	Provide Math teachers with Springboard. Springboard is teacher-friendly, research-based resource that is aligned to the Texas standards and designed with formative assessments, driven by the needs of educators, and informed by student state assessment data. This resource will be used mainly with our honors students.	Math Staff and Admin	Local, Title I	2021-2022	Forethought, Benchmarks, Common Assessment Data, Walkthroughs	There will be an increase of 5% or maintain the mastery for our honors students on district and state assessments.	District/Campus benchmarks and common assessments, state Assessments	1
1,4	Math: 9	Provide an additional Math teacher to reduce class sizes.	Admin Content Lead	Title 1	Aug. 2021 - Jun. 2022	Master Schedule	Scores on common assessments will increase by 10%	District/Campus benchmarks and common assessments, state Assessment	1
6	Math:10	Provide math teachers the opportunity to attend Conference for the Advancement of Mathematics (CAMT) to support student achievement.	Math teachers	Title 1	July 2022	Certificate of attendance	Scores on common assessments will increase by 10%	District/Campus benchmarks and common assessments, state Assessment	1, 4
1	Math 11:	Provide teachers/students with supplemental resources such as class sets of markers, color pencils, scissors, glue	Teachers	Title, SCE, local, IMP	Fall and Spring	Walk throughs observations feedback	Scores on common assessments	Distreit/Campus benchmarks and common	1

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		sticks, binders, composition notebooks, etc...to support instruction.					will increase by 10%	assessments state assessments	
1	Math: 12	Provide teachers/students with supplemental resources such as class sets of markers, color pencils, scissors, glue sticks, binders, composition notebooks, etc...to support summer school instruction.	Teachers	Title, SCE	Summer	Google Classroom observations and feedback	Summer School assessments will increase by 10%	Teacher created assessments	1
2,4,5	Personal and Social/ emotional development: 1	Promote a Safe and Drug-free School by incorporating campus activities that support drug prevention and violence prevention. <ul style="list-style-type: none"> <li>a. Character Education through P.R.I.D.E.</li> <li>b. Red Ribbon Week</li> <li>c. Bully Prevention</li> <li>d. Suicide Prevention</li> <li>e. College and Career Readiness</li> </ul>	Counselors Social Worker	Local,	Weekly	Calendar of events, recognitions, Group Counseling, Google Slides at lunch	Reduce number of conflicts/fights/drugs on campus by 100% annually	Feedback from student, parent, and staff surveys (AHA-B)	1, 2
2,4	Personal and Social/ emotional development: 2	Provide prevention and intervention support services that encourages our students to live healthy lives to promote a positive learning environment. <ul style="list-style-type: none"> <li>a. Yoga 4 Classrooms</li> <li>b. Mindfulness</li> <li>c. Choices (Health &amp; Life-Skills Magazine for Teens)</li> </ul>	Counselors Social Worker Nurse	None	Daily	BIP, campus discipline plan, discipline referrals	Degrease discipline referrals by 5% and SP.Ed referrals by 10%	Feedback, End of Year Discipline Reports	1

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1,3,6	Parental Involvement: 1	Promote Virtual parental involvement activities to improve student achievement, school performance, college & career readiness, and celebrating community members who provide public services to the school and community. Orientation Nights, Content Area Nights, Open House, Information Nights, etc...	Counselor	289 TI, Local	monthly	Flyers, Remind, newsletters, Sign-in sheets	Increase number of parents attending activities by 5%	EOY district survey	1,6
5	Parental Involvement: 2	Provide opportunities for parents to attend new CCR parent transition programs in order to develop processes and build sustainable learning programs for 8th-9th grade transitions.	Counselor	289 TI	monthly	Sign in sheets, flyers, handouts	At least 8 parents will attend UIW trip as a pilot program for CCR.	Feedback from parents	2,6
5	Parental Involvement: 3	Provide opportunities for parents to attend city or state level parent trainings to build parenting skills and assist campus with parent involvement ideas.	Counselor	289 TI	monthly	flyer, handouts, sign in sheets	Increase number of parents attending symposium by 10%	Feedback from parents	6



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5	Parental Involvement :4	Provide parents with an opportunity for movie screenings of the following: The Upstanders (Documentary about resilience and the power of connection to end bullying) and Screenagers (Documentary on internet consumption)	Counselors	289TI	November 17, 2021 February 7-18, 2022	Postcard, Google Sign on sheet	Increase Parent involvement of bullying awareness by 5% by providing informative videos along with other resources.	Survey of feedback from parents	6
6	Professional Development: 1	Provide Professional Development for Core and Elective Teachers and Administration. a. For Teachers In Need of Assistance To address any student/Teachers needs b. Technology for academic coaching	Teacher Admin	Local, SCE, Title 1	On going	Workshop request	Increase Student Performance by 80%.	Certificates, Observations	4
6	Professional Development:2	Provide <i>Educational Books</i> for teachers and admin to participate in a book study.	All Faculty	Title I, local, SCE	Ongoing	Google classroom	Increase Student Performance by 100%.	Observations Walk throughs	4
6	Professional Development:3	Provide Lead4ward resources to support teachers' instruction: 1 <sup>st</sup> Teachers growing effective teachers Mentoring & Coaching to help new teachers Online subscription of Middle School Field Guides STAAR Review	Teacher Admin	Title 1	On going	Sign in sheets agendas minutes	Increase Student Performance by 100%.	Observations Walk throughs	4, 5

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6	Professional Development: 4	Provide Dare to Lead training for staff throughout the year.	All Faculty	Title IMP	August 2021-March 2022	Sign-In Sheets, agendas, survey	90% of staff will participate in team building opportunities to improve school culture on a monthly basis.	Feedback from staff surveys	4
6	Professional Development: 5	Provide a daily PLC for ELAR 6 <sup>th</sup> -8 <sup>th</sup> and 8 <sup>th</sup> grade Math and a weekly PLC to all teachers to discuss RTI, analyze data, and prepare for lesson delivery.	All Faculty	None	On going	Sign in sheets, agenda, and PLC calendar.	Increase Student Performance	Observations Walk throughs	1, 2, 4, 8
1,5	Leadership Development: 1	Teachers will be provided an opportunity to join and lead committees, meetings and activities throughout the year to develop their leadership skills.	All staff members	None	Monthly meetings	Sign-In Sheets, agendas, minutes	90% of staff will serve on at least on committee	Feedback from staff surveys	1, 2, 8
2,4	Restorative Coordinator	Provide a restorative coordinator and resources/technology to support teachers and students to ensure a positive culture and climate.	All students and staff	SCE	Daily	Communication logs	Decrease the amount of student discipline referrals by 5%.	Communication logs	2, 9
2	Safe and Drug Free Schools and Communities: 1	Support school safety and safe school learning environment. a. Student ID's b. Faculty ID's c. Raptor Cards d. Kronos e. Fingerprinting	Office staff	Local	Daily	Raptor Report ID's visible on all	100% staff, students, and visitors have ID		2

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6	Science: 1	Provide teachers opportunities to attend STAAR, Science content professional development, and technology in science trainings. Ex: Conference fees, Content, Classroom Management, Countdown to STAAR.	All science staff	Title I, SCE Funds	monthly	Certificates from PD	100% of teachers will re-deliver professional develop training which will be seen during walk throughs	Certificates from PD	3, 4
1	Science: 2	Provide students the opportunity to use technology in science class using STEMScopes, Edgenuity, Peardeck, Bill Nye, Kesler lab, Science Duo, Lead4ward sorting cards, Education Galaxy, and Brainpop.	All science staff	SCE, Title I	bi-monthly	Weekly reports and charts	Students' scores will increase by 15% on weekly tests	Participation in software will document use and results	2
6	Science: 3	Provide professional development such as ELPS, SIOP, ESL methodologies, and strategies towards the instruction of ELLs.	All Science Staff	SCE, Title, Local	monthly super Saturdays-district	Sign in sheets Agenda	There will be an increase of 5% of students who meet satisfactory levels on district and state assessments.	Parent student feedback District/Campus benchmarks and common assessments, state Assessments	4
1	Science: 4	Provide intervention-support for students identified as needed - rotations, supplies, and resources	All science staff	SCE, local, Title I	1-2 days per week	Student sign-in Sheets	Scores on common assessments	District/Campus benchmarks and common	2, 9

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							will increase by 10%	assessments, state Assessments	
1	Science: 5	Use a variety of resources (consumables/materials) to supplement instructional materials needed for curriculum.- Edgenuity, supplies, STEM Scopes lab supplies, Kesler Lab, Science Duo, STAAR Masters, Motivation, Measuring UP, Sirius Education, K-12 Summit, and supplies for Science Fair.	All science staff	SCE, Title I	Ongoing	Learning walk/ usage charts from software	60% of resources will be used weekly during science labs	Use of materials support use of the required curriculum	1
6	Science: 6	Provide teachers with weekly PLC time to plan, practices, analyze data, and to ensure implementation of curriculum is occurring.	Instructional Coaches/Admin /Teacher Lead	None	weekly	sign in sheets/ agendas	15 % growth on STAAR	learning walks show grade level collaboration state Assessments	1, 9
1	Science:7	Provide teachers/students with supplemental resources such as class sets of markers, color pencils, scissors, glue sticks, binders, composition notebooks, etc...to support instruction.	Teachers	Title, SCE, Local, IMP	Fall and Spring	Walk throughs observations feedback	Scores on common assessments will increase by 100%	District/Campus benchmarks and common assessments state assessments	1
1,4	Social Studies: 1	Provide instructional materials that include: use of McGraw Hill resources: online and consumable, Sirius Education, Lead4ward sorting cards, Peardeck, Education Galaxy, Lowman, and DynaNotes.	Admin, Teacher leaders	Local, Title I SCE	On going	Walk through and unit assessment data	Demonstrate improvement on district/campus benchmarks and state	District/campus benchmarks and common assessments, state assessment	2

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							assessment scores by 5%		
4	Social Studies: 2	Improve student achievement in social studies through all grade levels and students in: Advanced academics, ELL, Migrant, and Special Education through small group instruction and learning choice boards.	Teachers, Admin	Title I, local	Daily/weekly	Content meetings, walk through reports, agendas, handouts, sign in sheets, common assessment progress monitoring data	100% of Teachers will use manipulative, visual, and other methods of differentiated instruction to increase student assessment by 10% on district/campus benchmarks.	District/campus benchmarks and common assessments, state assessment	3, 9
6	Social Studies: 3	Through weekly cluster and campus-provided day-long professional development sessions, lessons will be developed, modified and/or revised to blend TCMPC, Lowman Curriculum and McGraw Hill content.	Teachers Admin, Curriculum instruction	Local	Monthly	Content meetings, agendas, handouts, sign in sheets, lesson plans	Demonstrate improvement on district/campus benchmarks and state assessment scores by 5%	District/campus benchmarks and common assessments, state assessment	4
6	Social Studies: 4	Offer professional development such as ELPS, SIOP, ESL methodologies, and strategies to meet the needs of ELLs.	Admin Instructional Coaches Curriculum instruction	Region 20 Co-op, Title I, Local	Fall 2021	Workshop certificates	Students identified as ELLs will demonstrate improvement on district/campus	District/campus benchmarks and common assessments, state assessment	4

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							benchmarks and state assessment scores by 5%		
1,5	Social Studies: 5	Teachers will include writing (expository and narrative) APE strategies/activities in appropriate units.	Teachers	Local	Aug 2021-May 2022	Performance assessments containing writing activities	At each grade level, will complete Performance assessments with writing samples for appropriate units. . Demonstrate a 5% increase in 7 <sup>th</sup> grade STAAR Writing scores	District/campus benchmarks and common assessments, state assessment	1, 2
1	Social Studies: 6	Provide tutoring programs for students at risk of failing the STAAR test or failing their social studies class, through lift-off interventions	Teachers	SCE, Title I, local	Nov.2021-Apr. 2022	Tutoring sign in sheets, planning of assignments for intervention	Demonstrate 5% improvement on social studies STAAR	Common assessments, benchmarks, STAAR	9
1,4	Social Studies: 7	Use the state issued textbooks as an additional classroom resource (including, but not limited to, McGraw-Hill Reading Essentials, McGraw-Hill 'Mastering the TEKS',	Teachers	SCE, Local, IMP	Daily	Lesson plans will show activities supported by textbook-based activities	There will be an increase of 10% of students who meet satisfactory levels on the	Use of materials to support use of the required curriculum.	1, 9

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		Graphic organizers, and Ford Ferrier resources.					district and state assessments.		
1	Social Studies:8	Provide teachers/students with supplemental resources such as class sets of markers, color pencils, scissors, glue sticks, binders, composition notebooks, etc...to support instruction.	Teachers	Title, SCE	Fall and Spring	Walk throughs observations feedback	Scores on common assessments will increase by 10%	District/Campus benchmarks and common assessments, state assessments	1
2	Social Worker:1	Provide Social Worker, professional development for Social Worker, and resources/supplies/technology to support students at-risk	Admin	SCE, Title 1, FTE	Daily	Documentation	100% of identified students receive services	EOY surveys	1, 2, 6
2,4,6	Social Worker: 2	Provide School Wide Childhood Trauma Awareness and Understanding of How Trauma impacts Children's learning and behavior and related materials.	Admin Social Worker	SEC, Local, Title 1	Ongoing	Teacher trainings Professional development	Improved academic performance	Trauma informed schools evaluation tool questionnaire	2, 4
2	Social Worker:3	Provide training for Social Worker for Ethics, Rules, & Best Practices for the dealing with students who experience mental health.	Social worker	Title 1	March 2022	Registration Professional development	Be able to provide services to 100% in need of mental health support.	Certificates of completion	2, 4
1,6	Special Education: 1	Increase understanding and consistent use of collaborative teaching and instructional strategies by training all general and special education teachers.	Exec. Director of Special Education, Special Education	none	Monthly	Training provided by campuses and C&I Special education staff during conference	Increase passing rates and achievement of special	Certificates of completion	3, 4

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			Coordinators, Campus Administrators			and or faculty meetings-Sign in sheet/agenda	education students taking STAAR assessment by 10%		
1,6	Special Education: 2	Train and require all inclusion teachers to utilize the District inclusion model for scheduling and collaborative teaching.	Exec. Director of Special Education, Special Education Coordinators, Campus Administrators	none	Daily/weekly	Data collected during walk through by campus administration and C&I department leaders	Increase the performance of students with disabilities on all content area benchmarks and state assessments by 10%	Certificates of completion	3, 4
4,5,6	Special Education: 3	Provide professional development on the five models of co-teach 1) One lead. One support. 2) Station Teaching 3) Parallel Teaching 4) Alternative Teaching 5) Team Teaching	General and Special Education Teachers	Local, SCE, Title I	Annually	Scheduling of Staff Development, Certificates	100% of SPED teachers will incorporate one of the five models at a minimum of once per week.	Certificates, Eduphoria, Feedback	3, 4, 10
1,2,4	Special Education: 4	Identify students and place them with the appropriate support classes as documented in their most recent ARD meeting.	ARD Committee	None	Ongoing Pending TEA Guidelines and student registration	Student Schedules	100% of SPED students will have a schedule with appropriate support as documented in their most	Benchmarks and common assessments, STARR	3, 9



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							recent ARD meeting.		
1,4	Special Education: 5	Provide additional inclusion support in core content areas as needed.	Admin, Sp.Ed. Teachers	Local, SCE, Title I	By Sept. 1	Student Schedules	100% increase in student support, as needed, identified through data.	Benchmarks and common assessments, STARR	1, 3, 9, 10
4,5,6	Special Education: 6	Provide professional development throughout the year to general and special educations staff including paraprofessionals regarding: <ol style="list-style-type: none"> <li>1. Accommodations and Modifications</li> <li>2. Inclusion Support</li> <li>3. Co-Teaching</li> <li>4. Understanding IEP's</li> <li>5. Differentiated Instruction</li> <li>6. CPI Training</li> </ol>	Admin, Special Education Teachers, Teacher Leaders Special Ed Coordinators and Directors	None	Annually	Certificate of completion; Lesson Plans; Classroom Observations	100% understanding by stakeholders of student needs, where to find these needs, and where to get support.	Certificates, LMS, Feedback	3, 4, 10
2,4	Student Outreach 1: McKinney Vento	<u>Support the needs of homeless students.</u> <ol style="list-style-type: none"> <li>a. Provide training for campus staff on homeless students and laws</li> <li>b. Enroll students immediately</li> <li>c. Provide academic and attendance interventions</li> <li>d. Contact necessary services</li> <li>e. Counseling Services</li> </ol>	Social Worker Counselors	Title I McKinney Vento	Training- Sept. Daily Checks	Documents forms completed (Student Residency Questionnaire) & Routine documentation	100% students identified will receive services	Student Residency Questionnaires  District Foster Forms and State Forms 2085	1, 10

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2,4	Student Outreach 2: Foster	Provide school supplies and clothing and counseling services for foster, homeless, and migrant students.	Social Worker Counselors Admin Faculty	SCE, Title I	Ongoing	Document forms completed (Foster Form & 2085) & Routine documentation	100% of students identified will receive services	Foster Forms & DFPS 2085	1. 1 0
1	Technology :1	<ol style="list-style-type: none"> <li>1. Provide classrooms with technology hardware and software to facilitate effective classroom instruction and student-centered learning utilizing current, career oriented technologies which meet professional standards.</li> <li>2. Provide maintenance, upkeep, and purchase of document cameras and instructional technology resources.</li> <li>3. Provide Swivel for academic coaching support.</li> <li>4. Provide VGA adapter and cables to support classroom technology.</li> </ol>	Tech Facilitator	Local, SCE, Title I, HAS, IMP	Monthly	Purchase orders	100% of all teachers meet the proficiency for developing tech on STAR chart	Certificates, observations	1, 2
6	Technology: 2	Provide training and support to teachers in technology use in the classroom to support Chromebook/laptop 1-1 initiative.	Tech Facilitator	stipends	Daily	Eduphoria, PD certificates	100% of students will demonstrate mastery of grade level technology standards	Student Technology assessments	4

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1	Technology: 3	Provide STEM classes (club) including Automation and Cyberpatriot with consumables to facilitate effective instruction to promote careers in Science, Technology, Engineering and Mathematics.	Stem Teachers	Local, Title I	Aug- June	STEM showcase and competitions	Student enrollment and participation in STEM competitions will increase by 10%	Number of winners in each competition will increase each year	3, 4, 10
1	Technology: 4	Provide STEM class (club) opportunities to attend events that promote pathways to careers in STEM. (Criteria based)	Stem Teachers	Local, Title I	Aug- June	Students will attend event and report out as projects demonstrating learning	Number of students meeting criteria will increase by 10% for each event offered.	Students will showcase learning by presenting/ displaying projects to McNair students.	3, 4, 10
6	Technology: Obsolescence Plan: 5	Update instructional technology resources (hardware and software) to enhance students and teachers ability to teach, learn, and achieve campus goals.	Campus Principal and Tech Facilitator	Title I, SCE	Yearly	Increase in TA TEKS scores and student performance in academics.	100% of all instructional staff and teachers will be able to access technology for instruction	Classroom observations	1, 2, 4
3	Technology: 6	Provide software to increase ability to communicate with monolingual parents.	Administration and Tech facilitator	Local	Weekly	Parent communication in native language	Increase # of teachers who speak Spanish by 20%	Increase parent involvement due to comfort level going up on campus.	1, 6

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