

Grand Prairie Independent School District
Adams Middle School
2014-2015 Campus Improvement Plan

Mission Statement

We are committed to improving student performance through rich academic and social experiences, that also provide a nurturing environment; supportive of life-long learning for all students and staff. We are a learning community vigorously pursuing student success, ongoing professional learning and growth and campus pride.

Vision

Adams Middle School will *partner* with parents, students and the community to *develop* high achieving, learning that *empowers* college bound leaders and productive citizens of good character

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(T1, A SW #2, #6, #8, #9, #10) (GPISD 5 Plays: Relationship Capacity, Data Driven Management) (SIP Requirements: 1, 2, 5) (CNA

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Ethnic distribution is 61.7% Hispanic, 21.4% African American, 13.5% White, .6% American Indian, .7% Asian, .3%, .2% Pacific Islander and 1.7% reporting two or more races. At-risk data shows Limited English Proficiency (LEP) as the top category with 226 student designations. At-risk data shows 151 Instrument Test (TAKS) failure designations with many double designations with LEP. At-risk data shows 48 students previously retained, 55 homeless and 41 previously referred to Alternative Education program.

Adams is committed to supporting the district focus for improved coordination of programs and services for students at risk of dropping out of school, improved instruction and student achievement in the areas of ESL and special education. Adams is a Title I School wide Program campus and receives State Compensatory Education (SCE) funds.

Improvements have been made in the correlation of all campus funds to the goals and objectives of the CIP, including documentation of purchase orders. Improved processes and documentation for coordinating Title I federal funds and State Compensatory Education (SCE) funds are noted in the DIP formative review. Particularly Title I Schoolwide Program campuses will include improvements in this area of comprehensive planning.

Demographics Strengths

Ethnic breakdowns are consistent with the previous year.
At-risk numbers and categories are consistent.

Demographics Needs

1. Coordination of planning for instruction, budgeting an expenditures to improve services for at-risk students and low achieving students
2. Learning opportunities and supplemental instructional materials to address achievement data and individual student needs.

3. Learning opportunities and enrichment in the areas of writing, science and social studies for ESL students
4. Learning opportunities and enrichment in the areas of writing, science, social studies, and math for special education students
5. Instructional support and training for teachers of ESL and Special education students and gifted and talented students

Student Achievement

Student Achievement Summary

CIP Goal 1: Students will demonstrate exemplary performance in comparison to national and international standards in the areas of reading and writing of the English language and in the understanding of mathematics, science and social studies. [TEC §4.001(b)(7)] (T1,A SW #1, #2, #8, #9, #10) (GPISD 5 Plays: Engaged Instruction via the 5E Model) (SIP Requirements: 1, 2, 4, 5, 6) (CNA Family/Community, Student Achievement and Demographics Sections)

Tutoring and related accelerated instruction will continue to address the at-risk data. Expansion of accelerated learning programs for students will focus on the grade levels and subjects noted in the data reviewed section.

CIP strategies must ensure maintenance of reading AYP gains while addresses needs for mathematics. Strategies must also include whole faculty and staff participating in writing, social studies, math activities and ELA-R. CIP strategies must also address needs in ESL (writing, social studies and science) and Special education (writing, math, social studies, and science). Resources to assist with intervention will include, but are not limited to Odyssey (Compass Learning), Achieve 3000, Istation, Fast Forward, AVID tutors, STEM based activities through campus, district and resourced services to raise awareness of areas of need with parents and students.

Index 1 moved from a 57% to a 61%.

Index 3 moved from a 55% to a 58%

Index 2 - 32%

Overall the Hispanic Group is -2% from 2012-13

AA Group is +3% from 2012-13

Eco Dis. -1% from 2012-13

Student Achievement Strengths

2014 Accountability Rating is Met Standard in all indexes

STAAR participation rates are positive

TEA Accountability Rating: Met Standard

Distinction earned in math

Student Achievement Needs

Support with Hispanic and economically disadvantaged students. Continued support for AA students

Interventions and support for special education and ESL students

Support and interventions in all content areas.

Extended support for writing and social studies

Improved strategies of differentiation for students in targeted areas and targeteing tutoring, includeing gifted and talented students

Increased attendance for maximum teaching and learning time.

School Culture and Climate

School Culture and Climate Summary

The Campus Improvement Committee (CIC) includes parents and community members as well as campus teachers and administrators as prescribed by the Texas Education Agency (TEA) and GPISD Board Policy. The CIC operates throughout the year in an advisory capacity in addition to the work they do during the Comprehensive Needs Assessment (CNA) process. This ongoing work includes discussion of culture and climate issues from expectations and values to a safe and disciplined environment for teaching and learning.

Current campus efforts are in compliance with GPISD guidelines. Data analysis includes review efforts to better coordinate special funding to maximize instruction and services to at-risk students.

DIP Goal 7: GPISD will continue to develop and maintain a safe and disciplined environment conducive to teaching and learning, promoting physical and mental health in all students, their families and employees. [TEC §4.001(b)(8)] [TEC §11.252 (3)(B)(E) and 11.253 (8)] [HB 1041 (reducing sexual abuse of children) [TEC §11.253 Coordinated health services] (GPISD 5 Plays: Relationship Capacity, Engaged Instruction via the 5E Model, Intentional Leadership) (SIP Requirements: 2, 6) (CNA Staff and Demographics Sections)

Adams participates in the Rachel's Challenge program for continuous support of campus efforts to end bullying and provide an environment conducive to teaching and learning. PBIS/Champs, Why Try and Capturing Kids Hearts are supplemental programs for classroom behavior/relational capacity. Adams also participates in programs to reduce the use of drug and alcohol abuse.

Adams partners with community establishments to provide opportunities to enhance student learning and career development through after school and extended learning programs.

School Culture and Climate Strengths

Implementation of Rachel's Challenge, PBIS/Champs, Red Ribbon Week and Capturing Kids Hearts

CIC participation in campus climate and culture development and maintenance

Hosting community events that support campus initiatives and student achievement

Partnering with community members and businesses to provide opportunities for more students to participate in extra curricular activities

School Culture and Climate Needs

Behavior management

Uniform grade level and campus level practices

Teambuilding practices

Incentives for teachers and students

Monitor attendance, discipline records and student participation in supplemental programs to document culture and climate improvements

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

CIP Goal 4: Qualified and highly effective personnel will be recruited, developed and retained, with educators keeping abreast of the development of creative and innovative techniques in instruction and administration, using those techniques as appropriate to improve student learning. [TEC §4.001(b)(6)(9)] (T1,A SW #3, #4, #5) (GPISD 5 Plays: Intentional Leadership, Data Driven Management, Engaged Instruction via the 5E Model)

Current training records show good attendance and positive feedback from participants at both district training sessions and campus based sessions. Course offerings have addressed all sections of the DIP and CIP. Sessions include:

- Professional Learning Communities
- Performance Based Learning
- English as a Second Language
- Instructional Strategies for Identified AYP concerns
- Data Analysis for improved instructional planning and delivery
- Strategies for LEP, Special Education, gifted and talented and at-risk students

Campus based training will also be included to discuss AYP successes and challenges in reading and mathematics. Student assessment data to drive individualized instruction, particularly in writing, social studies, science, math and ELA-R, will be a strong focus of the campus training plan in the CIP.

Adams' hired fewer teachers this year. Teachers are improving based on evaluation data from the TAP model. Job embedded professional development and frequent follow up have led to more reflective practices campus wide.

Staff Quality, Recruitment, and Retention Strengths

Teachers use data more effectively.

Teachers reflect on their practice more frequently.

Collegial collaboration is more accepted and practiced.

Co-teaching, tutoring, and advanced strategies are more widely discussed and attempted

Campus based training plan is well implemented to address areas of need based on STAAR assessments and TEA's13-14 snapshot data

Eduphoria is utilized to track teachers' participation in District training

All teachers are assigned a master and mentor teacher through the TAP program to coach, model, and lead them in the growth process of improved planning and delivery of instruction

Campus efforts to increase conversations through book studies, surveys, and more frequent feedback have improved communication and misconceptions

Additional planning time is provided to allow teachers to reflect and work with master, mentor, and district personnel to improve student achievement

Staff Quality, Recruitment, and Retention Needs

Continued support for special education and ESL support

Continued support for implementing engaging instruction

Continued support for best practices in math, science, English, social studies and writing.

Expand to the Human Capital Development Plan concept

Continue monitoring Eduphoria records for tracking District training

Continue using student and data and teacher evaluation data to plan

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

CIP Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. [TEC §4.001(b)(2)(4)] (T1, A SW #1, #2, #7, #8, #9, #10) (GPISD 5 Plays: Vertically and Horizontally Aligned Curriculum) (SIP Requirements: 1, 2, 5) (CNA Curriculum/Instruction, Student Achievement and Demographics Sections)

Adams will continue to use a focused adherence to aligned curriculum and other district curriculum resources (Discovery education, Springboard) for a more meaningful analysis of data. Curriculum expansion will also include college and career readiness assessments to facilitate individualized instruction, particularly in writing, social studies, science, math and ELA-R.

The TAP instructional rubric will enhance the planning and implementation of the curriculum through research based strategies and weekly professional development via each content area. Odyssey (Compass Learning) and Achieve 3000 will serve as another means to provide resources of enhancement and intervention where needed.

The Needs Assessment process identified the need for improvements in progress monitoring assessments. Previous Benchmark assessments were geared to the STAAR test but were not always aligned with our units of instruction and timelines. The Data Review process now consists of short student assessments, in quiz format, at the 3 week and 6 week timeframe. At the end of the 9 week period a more detailed assessment is given. Teachers and administrators review these data reviews for performance adjustments necessary to ensure student success. Goal 2 in the DIP and all CIPs includes a performance objective on better alignment of curriculum to instruction to assessments to reflect this change.

Curriculum, Instruction, and Assessment Strengths

Support for aligned curriculum

Support for Discovery education and Springboard based planning and implementation

Effective scientifically based researched materials to supplement teaching and learning efforts

Alignment of all systems and assignment of specific system to target specific student population needs

Provide professional development and support of ESL strategies through campus wide SIOP training

Provide support for students with a reading teacher based on STAAR, RTI, Odyssey, Fast Forward, Achieve 3000 and Istation data

Use data from Odyssey, Fast Forward, Achieve 3000, Istation and district assessments to assign interventions and/or enhancements

Family and Community Involvement

Family and Community Involvement Summary

The Campus Improvement Committee (CIC) is responsible for reviewing and analyzing campus data, evaluating current strategies and updating the Campus Improvement Plan (CIP) as necessary. Any parent may participate in this process or provide feedback to the CIC by contacting Principal Bernard at any time during the year.

Current parent involvement efforts were reviewed. Improvement efforts will focus on increased parent participation. Parent communication must include a shared commitment to bring Adams to Recognized status.

CIP Goal 5: Parents and community members will be full partners with educators in the education of GPISD students. [TEC §4.001(b)(1)] (T1A SW #6) (GPISD 5 Plays: Relationship Capacity, Intentional Leadership) (SIP Requirement: 8) (CNA Family/Community Section)

Current parent involvement efforts were reviewed. Improvement efforts will focus on increased parent participation. Current parent academic sessions will have a stronger focus on mathematics, without diminishing the reading efforts in place that resulted in AYP for reading.

The Parent Place concept will be a strong focus for improvement, both in operation and on the campus website. The Parent Liaison and social worker are delivering instruction in areas regarding academics and social services.

Family and Community Involvement Strengths

Parent Community Liaison offers orientation to all parents to resources available to monitoring student progress

The Parent Place will continue to invite parents on designated days for feedback, trainings, and support

The CIC serves as a bridge to assist the campus relationships with all stakeholders through frequent publicity of positive information regarding Adams Middle School

The social worker will continue to support families by offering and making them aware of services to aid them in various areas

The social worker and parent liaison will work together to visit homes when needed

Family and Community Involvement Needs

1. Increase family and community participation in scheduled events
2. Parent Academic sessions to address student learning and home learning techniques and strategies
3. Increased documentation of Parent/School Compacts

School Context and Organization

School Context and Organization Summary

Context and Organization for Adams includes addressing data and customer feedback to support changes and improvements. The CIC also reviews effective implementation of the required Decision-Making Processes and proper documentation of these efforts.

Adams also supports the GPISD Programs and Schools of choice concepts with advertising and assisting parents and students with transfer options.

School Context and Organization Strengths

Active participation of faculty and staff in the CIC and PTA efforts

Regular conversations with parents and students about customer service and areas of need

School Context and Organization Needs

Improve documentation procedures for better feedback on campus operations

Technology

Technology Summary

Current campus efforts are documented as successful and in compliance with the GPISD Technology Plan. Efforts will continue as currently designed. The CIC will review current and potential technology based curriculum, supplemental instructional programs and compliance with the District and Campus training plan for technology usage in the classroom.

DIP Goal 7: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development and administration. [TEC §4.001(b)(10)] (T1,A SW #2, #10) (GPISD 5 Plays: Engaged Instruction via the 5E Model, Instructional Leadership, Data Driven Management) (SIP Requirements: 2, 3) (CNA Student Achievement and Staff Sections)

Technology Strengths

Adams is compliant with GPISD Technology Plan

Campus based Technology Specialist

Several carts are available to assist teachers in using technology as a tool to enhance and intervene with the instructional delivery process

Teachers receive monthly training on technology through the campus media specialists

The available technology is modeled for teachers by administration, master and mentor teachers weekly

Technology Needs

Implement District Digital Integration to Conversion Plan

Include Technology applications in the Campus Training Plan to increase STaR ratings

Continue campus based Technology Specialist

Equipment to support the use of STEM projects

Equipment to support the reflective process for students and teachers

Professional Development to support the use and implementation of current and future technology

Comprehensive Needs Assessment Data Documentation







The following data were used to verify the comprehensive needs assessment analysis:

Goals

Goal 1: Students will demonstrate exemplary performance in comparison to national and international standards in the areas of reading and writing of the English language and in the understanding of mathematics, science and social studies. [TEC 4.001(b)(7)] (T1,A SW #1, #2, #8, #9, #10) (GPISD 5 Plays: Engaged Instruction via the 5E Model) (SIP Requirements: 1, 2, 4, 5, 6) (CNA Family/Community, Student Achievement and Demographics Sections) (H.B. 5 Requirements)

Performance Objective 1: Adams MS student achievement data will reflect continuous academic growth while continuing to make progress towards the highest level of student achievement as defined by the State of Texas.







Summative Evaluation: STAAR results, Indices 1-4 and Distinctions.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) Students will participate in narrative and expository writing camps.</p> <p>Teachers will provide scheduled feedback through writing conferences.</p> <p>Writing tutors/assistants will be hired to assist in providing more frequent feedback.</p>	1, 2, 3, 4, 8, 9	ELAR master teacher, dean of instruction, principal	<p>Writing camp roster and products</p> <p>Teacher feedback and district assessments to show growth in 3, 4, and 5 writing scores</p>				
Funding Sources: 211 - Title 1							
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Students will demonstrate exemplary performance in comparison to national and international standards in the areas of reading and writing of the English language and in the understanding of mathematics, science and social studies. [TEC 4.001(b)(7)] (T1,A SW #1, #2, #8, #9, #10) (GPISD 5 Plays: Engaged Instruction via the 5E Model) (SIP Requirements: 1, 2, 4, 5, 6) (CNA Family/Community, Student Achievement and Demographics Sections) (H.B. 5 Requirements)

Performance Objective 2: Adams MS will implement effective gifted and talented services that are modified and updated annually







Summative Evaluation: GT department guidelines and content. Campus GT Plans.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>1) Pre-AP teachers will have a PD plan implemented with and by the GT strategist and master teachers</p>	3, 4	Principal, Dean and Master TEachers	Presentation and discussion of lesson frames through PLC				
Funding Sources: 199 - General Fund							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. [TEC 4.001(b)(2)(4)] (T1, A SW #1, #2, #7, #8, #9, #10) (GPISD 5 Plays: Vertically and Horizontally Aligned Curriculum) (SIP Requirements: 1, 2, 5) (CNA Curriculum/Instruction, Student Achievement and Demographics Sections) (H.B. 5 Requirements)

Performance Objective 1: ADAMS MS will refine and expand activities for building college-bound and workforce-ready students with strong character, ethics and integrity.


Summative Evaluation: Index 4, District Plan, Campus Plans

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3</p> <p>1) All students will be introduced to and use Career Cruising</p> <p>Class meetings and advisory will discuss college and career readiness needs</p> <p>Curriculum requirements are included in curriculum for technology, Social Studies, and program implementation</p>	1, 2	<p>Dean of instruction and counselors</p> <p>Principal, dean of instruction, counselors, assistant principals</p> <p>Content teachers</p>	<p>Calendar and class rosters</p> <p>Advisory lesson plans, class meeting presentations</p> <p>Social Studies lesson frames, technology lesson plans</p>				
Funding Sources: 211 - Title 1 - \$3000.00							
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. [TEC 4.001(b)(2)(4)] (T1, A SW #1, #2, #7, #8, #9, #10) (GPISD 5 Plays: Vertically and Horizontally Aligned Curriculum) (SIP Requirements: 1, 2, 5) (CNA Curriculum/Instruction, Student Achievement and Demographics Sections) (H.B. 5 Requirements)

Performance Objective 2: ADAMS MS will design and implement instructional alignment to ensure student growth.







Summative Evaluation: Teaching and learning documentation.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) Progress Monitoring: 3, 6 and 9 week assessments of student academic progress. 3 and 6 weeks assessments are brief. 9 week assessment is comprehensive of the full instructional period and is done with the Curriculum Overview for the following instructional period. Instruction is modified for individual students based on progress.</p>	1, 4, 8, 9	Campus administration	Teacher Summaries	✔			
<p>Funding Sources: 199 - SCE - \$3000.00</p>							
							

Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. [TEC 4.001(b)(2)(4)] (T1, A SW #1, #2, #7, #8, #9, #10) (GPISD 5 Plays: Vertically and Horizontally Aligned Curriculum) (SIP Requirements: 1, 2, 5) (CNA Curriculum/Instruction, Student Achievement and Demographics Sections) (H.B. 5 Requirements)

Performance Objective 3: ADAMS MS will implement all School Improvement Program requirements for the District and designated campuses as measured by implementation reports to the Texas Education Agency.







Summative Evaluation: School Improvement Program reports and end of the year data.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>1) Campus stakeholders will review data representative of all CSF's to make adjustments as needed.</p>	1, 2, 3, 4, 5, 6	Principal, dean of instruction, and assistant principals	Improvement in student achievement via common assessments, parent involvement, community partnerships				
Funding Sources: 211 - Title 1 - \$6000.00							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. [TEC 4.001(b)(2)(4)] (T1, A SW #1, #2, #7, #8, #9, #10) (GPISD 5 Plays: Vertically and Horizontally Aligned Curriculum) (SIP Requirements: 1, 2, 5) (CNA Curriculum/Instruction, Student Achievement and Demographics Sections) (H.B. 5 Requirements)

Performance Objective 4: ADAMS MS will document state required curriculum regarding citizenship for a free enterprise society, a coordinated school health program, anti-bullying and the prevention of domestic and dating violence.







Summative Evaluation: Social Studies curriculum, Departmental documents, campus session records.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 6</p> <p>1) Curriculum requirements are included in curriculum for technology, Social Studies, Health Education and anti-bullying and violence prevention handbooks and program implementation</p> <p>Counseling sessions (individually and group)</p>	1, 3, 4, 6	Teachers, Counselors, Social Workers, Nurses, Campus Administrators	Caturing Kids Hearts documentation, Social Studies and Health education lesson plans. Reduction in bullying and violence reports.				
Funding Sources: 199 - General Fund - \$2000.00							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. [TEC 4.001(b)(2)(4)] (T1, A SW #1, #2, #7, #8, #9, #10) (GPISD 5 Plays: Vertically and Horizontally Aligned Curriculum) (SIP Requirements: 1, 2, 5) (CNA Curriculum/Instruction, Student Achievement and Demographics Sections) (H.B. 5 Requirements)

Performance Objective 5: ADAMS MS will continue to develop and expand Programs and Schools of Choice opportunities to meet the needs of each learner and implement a full review process for these programs to address effectiveness and necessary improvements.







Summative Evaluation: Choice programs, enrollment data. Review process documentation.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6</p> <p>1) Campus administration will plan for the introduction of Junior Cadet Corps to offer more opportunities and choice for students</p>	2, 6	Principal, dean of instruction, assistant principals, counselors	Implementation Calendar				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 3: Adams MS will exercise financial responsibility and increase fiscal transparency to ensure well planned, reasonable and necessary expenditures to support facilities and programs for teaching and learning. [TEC 44.025-44.026] (FAR Module 2, 2.6) (CNA Context/Organization) The Board and Superintendent will provide strong fiscal oversight to ensure fiscal solvency of the District.

Performance Objective 1: Adams MS will continue to operate with a balanced budget which continues to maintain a 90-day fund balance or better, while remaining competitive with staff salaries and benefits.







Summative Evaluation: BOE Reports, Finance records

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3</p> <p>1) Review monthly budget to determine balances and adhere to district purchasing deadlines.</p>	2	Principal and Secretary	Monthly finance reports and quarterly reports from district finance department.				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 3: Adams MS will exercise financial responsibility and increase fiscal transparency to ensure well planned, reasonable and necessary expenditures to support facilities and programs for teaching and learning. [TEC 44.025-44.026] (FAR Module 2, 2.6) (CNA Context/Organization) The Board and Superintendent will provide strong fiscal oversight to ensure fiscal solvency of the District.

Performance Objective 2: Adams MS staff and stakeholders will work together to prepare its first Stakeholders Report Card under the guidelines of H. B. 5.

Summative Evaluation: Process updates. Stakeholders Report Card

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 3 1) Quarterly updates to the priority improvement plan	1	Campus administration, counselors and master teachers	Minutes of 9 week meeting updates				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 4: Qualified and highly effective personnel will be recruited, developed and retained, with educators keeping abreast of the development of creative and innovative techniques in instruction and administration, using those techniques as appropriate to improve student learning. [TEC 4.001(b)(6)(9)] (T1,A SW #3, #4, #5) (GPISD 5 Plays: Intentional Leadership, Data Driven Management, Engaged Instruction via the 5E Model) (SIP Requirements: 3, 7) (CNA Student Achievement, Staff and Context/Organization Sections)



Performance Objective 1: Adams MS will annually document the Highly Qualified (HQ) Continuous Improvement Plan equity analysis for 100% compliance with proper certifications and equitable assignments for experienced teachers.


Summative Evaluation: HQ evaluation data: 100%.

Goal 4: Qualified and highly effective personnel will be recruited, developed and retained, with educators keeping abreast of the development of creative and innovative techniques in instruction and administration, using those techniques as appropriate to improve student learning. [TEC 4.001(b)(6)(9)] (T1,A SW #3, #4, #5) (GPISD 5 Plays: Intentional Leadership, Data Driven Management, Engaged Instruction via the 5E Model) (SIP Requirements: 3, 7) (CNA Student Achievement, Staff and Context/Organization Sections)

Performance Objective 2: Adams MS will design and implement a Human Capital Development Initiative and training plan approved by the Education Improvement Committee, to align instruction with evidence based practices.

Summative Evaluation: Eduphoria records. Plan documentation







Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 7</p> <p>1) All teachers will have their certifications checked by the principal & Dean of Instruction. A log of certifications will be kept in the office for parents to review if they need proof of certification. This will further help maintain our Human Capital Initiative of Highly Qualified teaching staff.</p>	1, 3	Principal and Dean of Instruction	Certification Log (district and campus level)				
<p>Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>2) Adams will continue to use evaluation data from TAP evaluation system (CODE) to assist in the planning of professional development of faculty and staff.</p>	4	Campus Principal, facilitators and strategists	CODE, faculty and staff surveys				

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

Goal 4: Qualified and highly effective personnel will be recruited, developed and retained, with educators keeping abreast of the development of creative and innovative techniques in instruction and administration, using those techniques as appropriate to improve student learning. [TEC 4.001(b)(6)(9)] (T1,A SW #3, #4, #5) (GPISD 5 Plays: Intentional Leadership, Data Driven Management, Engaged Instruction via the 5E Model) (SIP Requirements: 3, 7) (CNA Student Achievement, Staff and Context/Organization Sections)

Performance Objective 3: Adams MS will develop a culture that promotes the exercise of leadership skills among staff and students.









Summative Evaluation: Leadership training records

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) Learning walks will be implemented to highlight best practices of teachers throughout the campus</p> <p>Students will complete advisory activities that introduce and improve leadership skills.</p>	2, 3, 4	Principal, Dean of instruction, assistant principals and master teachers	Reflective journals				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 5: Parents and community members will be full partners with educators in the education of GPISD students. [TEC 4.001(b)(1)] (T1,A SW #6) (GPISD 5 Plays: Relationship Capacity, Intentional Leadership) (SIP Requirement: 8) (CNA Family/Community Section)

Performance Objective 1: Adams MS will build a positive school connection with families and parents by increasing the number of contacts between families/parents and teachers by 10% annually.







Summative Evaluation: Parent/School Compacts signed an on file. Schedule and attendance for parent sessions and visits.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>1) Karaoke during lunch. Parents encouraged to participate/attend. Teachers/admin to participate to build enthusiasm and word of mouth to parents.</p>	1, 2, 6	Principal, Dean of Instruction, Parent Liasion, Counselors	Sign in sheets				
Funding Sources: 211 - Title 1 - \$500.00							
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Lunch with your teacher/admin. Parents encouraged to schedule times to eat lunch on campus in the cafeteria with one of their student as teachers or a member of the support or admin team.</p>	2, 6	Principal, Dean of Instruction, Parent Liasion, Counselors	Sign in sheets				
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>3) Events to recognize the diversity of our campus, for example, during Black History Month, and Cinco de Mayo, among others.</p>	2, 6	Principal, Dean of Instruction, Parent Liasion, Counselors	Sign in sheets				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 5: Parents and community members will be full partners with educators in the education of GPISD students. [TEC 4.001(b)(1)] (T1,A SW #6) (GPISD 5 Plays: Relationship Capacity, Intentional Leadership) (SIP Requirement: 8) (CNA Family/Community Section)

Performance Objective 2: Adams MS will build capacity of parents to support student learners by offering a minimum of five academic workshops per year. (Include USDE Parent and Community Guidelines, Title I Parent Liaisons, Customer Service focus.)







Summative Evaluation: Customer Service training records, Title I Liaisons schedules

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>1) Parent Involvement Committee organizes regular events for parents. We can shift focus to more specific academic topics with feedback from Admin on recommended subject areas. Once a month, during the day and repeated during the evening. Try to conduct these off campus, in apartment complexes or churches. Teachers from the Committee to attend and additional teachers if the focus is on particular subject matter which is not represented on the Committee. Offer hands-on info, possibly fun role plays with kids playing the roles, quality handouts, resources for additional assistance, etc. Offer door prizes and a contest for the parent(s) that attend the entire block of classes. Winner gets an Adams t-shirt.</p>	2, 6	Principal, Liaison, Counselors, Dean of Instruction	Sign in sheets				
<p>Funding Sources: 211 - Title 1 - \$500.00</p>							
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 5: Parents and community members will be full partners with educators in the education of GPISD students. [TEC 4.001(b)(1)] (T1,A SW #6) (GPISD 5 Plays: Relationship Capacity, Intentional Leadership) (SIP Requirement: 8) (CNA Family/Community Section)

Performance Objective 3: Adams MS will measure and increase parent/community satisfaction through planned information gathering strategies including but not limited to surveys.







Summative Evaluation: Satisfaction surveys, session feedback

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 5</p> <p>1) Breakfast or lunch with the principal. Townhall type meetings where parents are encouraged to share their feedback about Adams. To be held at an area apartment complex(s), churches in Adams area.</p>	2, 6	Principal, Liasion, Counselors, Dean of Instruction	Sign in sheets				
Funding Sources: 211 - Title 1 - \$500.00							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 6: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development and administration. [TEC 4.001(b)(10)] (T1,A SW #2, #10) (GPISD 5 Plays: Engaged Instruction via the 5E Model, Instructional Leadership, Data Driven Management) (SIP Requirements: 2, 3) (CNA Student Achivement, Technology and Staff Sections)

Performance Objective 1: Adams MS will increase STaR ratings in all areas to the Advanced or Target levels.







Summative Evaluation: STaR ratings longitudinal data.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>1) Laptops are available for all students and can be used for web-based instruction, intervention and enrichment. Teachers are provided training for the effective and frequent use of the technology available for improved instruction. Teachers participate in conversations regarding new technology for student, teacher and administrative use to drive student achievement.</p>	1, 2, 4	Administrative Team Instructional Media Specialist	Surveys Walkthrough Data Library/Media use records Sign in sheets Today's Meet Dialogue				
Funding Sources: 211 - Title 1 - \$300.00							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 6: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development and administration. [TEC 4.001(b)(10)] (T1,A SW #2, #10) (GPISD 5 Plays: Engaged Instruction via the 5E Model, Instructional Leadership, Data Driven Management) (SIP Requirements: 2, 3) (CNA Student Achivement, Technology and Staff Sections)

Performance Objective 2: Adams MS will design and implement a comprehensive digital integration plan to incorporate technology and effective applicaitons into the teaching and learning process.







Summative Evaluation: Training completion records. Feedback from campus personnel. Inventory records. Purchasing records. Applications

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>1) The campus' Instructional Media Specialist will work with all teachers to improve their use of technology for increased student achievement.</p>	3, 4	Administration Instructional Media Specialist	IMS Walkthrough Data Admin Walkthrough Data Training documentation Sign - In sheets				
Funding Sources: 211 - Title 1 - \$1000.00							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 7: Adams MS will continue to develop and maintain a safe and disciplined environment conducive to teaching and learning, promoting physical and mental health in all students, their families and employees. [TEC 4.001(b)(8)] [TEC 11.252 (3)(B)(E) and 11.253 (8)] [HB 1041 (reducing sexual abuse of children)] [TEC 11.253 Coordinated health services] (GPISD 5 Plays: Relationship Capacity, Engaged Instruction via the 5E Model, Intentional Leadership) (SIP Requirements: 2, 6) (CNA Staff, Culture/Climate and Demographics Sections)

Performance Objective 1: Adams MS will use the 2013-2014 Safety Audit as a benchmark to ensure the safety and well-being of students, staff, parents and community members and will report annually to the Board of Education.







Summative Evaluation: Safety Plan document. Training data.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 6</p> <p>1) Teachers will receive updates each semester of evacuation procedures Teachers will receive updates each semester of codes for emergency situation on campus (shelter in place, inclimate weather, searches, etc.). Teachers' emergency kits will be checked by administrators</p>	1, 2	Campus Administration SRO Counselors	Written notes Faculty meeting agenda Sign in sheets				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 7: Adams MS will continue to develop and maintain a safe and disciplined environment conducive to teaching and learning, promoting physical and mental health in all students, their families and employees. [TEC 4.001(b)(8)] [TEC 11.252 (3)(B)(E) and 11.253 (8)] [HB 1041 (reducing sexual abuse of children)] [TEC 11.253 Coordinated health services] (GPISD 5 Plays: Relationship Capacity, Engaged Instruction via the 5E Model, Intentional Leadership) (SIP Requirements: 2, 6) (CNA Staff, Culture/Climate and Demographics Sections)

Performance Objective 2: Adams MS will utilize research based curriculum to create a culture where students are safe and secure emotionally while at school to learn.







Summative Evaluation: Program documentation (CKH, Rachel's Challenge, campus based)

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 6</p> <p>1) Using Why Try, Capturing Kids Hearts and other programs to promote positive behavior and decision making, teachers will aid in the decrease of discipline referrals.</p>	2	Administration PBIS Team	SWISS Data Referral Reports				
Funding Sources: 211 - Title 1 - \$1000.00							
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 8: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. [TEC 4.001(b)(3)] (T1, A SW #2, #6, #8, #9, #10) (GPISD 5 Plays: Relationship Capacity, Data Driven Management) (SIP Requirements: 1, 2, 5) (CNA Curriculum/Instruction, Student Achievement and Demographics Sections) (H.B. 5 Requirements)

Performance Objective 1: Adams MS will support process improvements for at-risk student identification and services.








Summative Evaluation: Identification process document. Campus records. CIP references.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3</p> <p>1) Counselors and the PIEMS clerk will monitor the student data to ensure improved accuracy based on new procedures from the district.</p>	10	Counselors PIEMS clerk Administration	District Level Reports				
Funding Sources: 211 - Title 1 - \$750.00							
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 8: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. [TEC 4.001(b)(3)] (T1, A SW #2, #6, #8, #9, #10) (GPISD 5 Plays: Relationship Capacity, Data Driven Management) (SIP Requirements: 1, 2, 5) (CNA Curriculum/Instruction, Student Achievement and Demographics Sections) (H.B. 5 Requirements)

Performance Objective 2: Adams MS will reduce dropout rates and increase graduation rates for all students to the rate set by the Texas Education Agency.

Summative Evaluation: AEIS data.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) Clubs/Activities centered on student interest.</p> <ul style="list-style-type: none"> • Art Club • Panther Sprit Club • Cheerleading • Engineering Club • Choir Student Committee • Science Investigation Days (students will participates hands on learning activities focused on the lowest SE) • Saturday Remix (mini problem based learning activities) 	1, 2, 9, 10	Club leader Extended learning committee	Attendance Parent contact logs Assessment data				
Funding Sources: 211 - Title 1 - \$2500.00							
<p>Critical Success Factors CSF 1 CSF 2 CSF 6 CSF 7</p> <p>2) Counselors will meet with overaged students twice during each nine week period to discuss their action plan.</p>	1, 2, 4	Counselors, Social worker, administrators	Portfolio, academic and behavior progress reports, group reports				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 8: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. [TEC 4.001(b)(3)] (T1, A SW #2, #6, #8, #9, #10) (GPISD 5 Plays: Relationship Capacity, Data Driven Management) (SIP Requirements: 1, 2, 5) (CNA Curriculum/Instruction, Student Achievement and Demographics Sections) (H.B. 5 Requirements)

Performance Objective 3: Adams MS will implement H. B. 5 requirements regarding Accelerated Instruction for at risk students.

Summative Evaluation: AI records, 2 AI Strategists added (schedules and services)

2014-2015 Campus Improvement Committee

Committee Role	Name	Position
Campus Administrator	Nneka Bernard	Principal
Business Representative	Jill Moore	Owner, Top2Bottom Marketing
Classroom Teacher	Andrew Golden	Band Teacher
Classroom Teacher	Brenda Jenkins	
Classroom Teacher	Sonja Jones	ELAR Teacher
Classroom Teacher	Crystal Kelso	ELAR Teacher
Classroom Teacher	Alisson Marino	Choir Teacher
Classroom Teacher	Shannon Watson	Math Master Teacher
Community Representative	Landon Benjamin	Youth Director-Gateway Church
Community Representative	James Gadberry	Youth Minister - Gateway Church
District-level Professional	Dr. Demetrus Liggins	Executive Director of HR
Non-classroom Professional	Schavonda Burton-Johnson	Counselor
Non-classroom Professional	Jessica Johnson	Counselor
Parent	Gloria Chacon	
Parent	Michelle Gibson	
Parent	Chester Henry	
Parent	Michelle Morante	

Campus Funding Summary

199 - General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1			\$0.00
2	4	1			\$2,000.00
Sub-Total					\$2,000.00
199 - SCE					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	1			\$3,000.00
Sub-Total					\$3,000.00
211 - Title 1					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
2	1	1			\$3,000.00
2	3	1			\$6,000.00
5	1	1			\$500.00
5	2	1			\$500.00
5	3	1			\$500.00
6	1	1			\$300.00
6	2	1			\$1,000.00
7	2	1			\$1,000.00
8	1	1			\$750.00
8	2	1			\$2,500.00
Sub-Total					\$16,050.00
Grand Total					\$21,050.00