

Campus Improvement Plan

Alvord Middle School – Alvord Independent School District

2023-24

It is the purpose or mission of the Alvord Independent School District to provide a safe environment and a sound educational program for all students allowing them to develop to their full potential intellectually, physically, and socially in order to become responsible citizens and contributing members of society. Inherent within this purpose and mission is the belief that all students can learn and that the school, the home, and the community can make a difference in the lives of its students.

Working Together for Excellence in Education

Nondiscrimination Notice

Alvord Middle School does not discriminate on the basis of race, color, national origin, sex, or disability in providing educational services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973; as amended.

Alvord Middle School Site-Based Decision Making Committee

Name	Position on Committee
Erin Batchelor	Paraprofessional
Stacy Fox	ELA Teacher
Tammy Mathews	Math Teacher
Linda Johnson	Science Teacher
Laura Rhine	Social Studies Teacher
Jessica Bull	Administrator
Michele Rasmussen	Parent/Business Person

THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation.

That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

THE STATE OF TEXAS PUBLIC EDUCATION GOALS

GOAL #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.

GOAL #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.

GOAL #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.

GOAL #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

Objective #1: Parents will be full partners with educators in the education of their children.

Objective #2: Students will be encouraged and challenged to meet their full educational potential.

Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

Objective #4: A well-balanced and appropriate curriculum will be provided to all students.

Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.

Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.

Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.

Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.

Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Every Student Succeeds Act (ESSA)

Highlights:

- States would still have to test students in reading and math in grades 3–8 and once in high school, and break out the data for whole schools, plus different subgroups of students (English-learners, students in special education, racial minorities, those in poverty).
- States get wide discretion in setting goals, figuring out just what to hold schools and districts accountable and deciding how to intervene in low-performing schools. While tests still have to be a part of state accountability systems, states must incorporate other factors that take into account students' opportunity to learn, like school climate, teacher engagement or access to and success in advanced coursework.
- Combines 50 programs, some that have not been funded in years, into one block grant.
- The authority of the U.S. Secretary of Education is also limited, especially when it comes to interfering with state decision-making on testing, standards and school turnarounds.
- ESSA keeps in place maintenance of effort (MOE), with some new flexibility for states.
- ESSA is only "authorized" for four more years, as opposed to the typical five. That gives lawmakers a chance to revisit the policy under the next president. Its overall authorization funding levels are largely consistent with the most recent budget deal.

Accountability:

States would still have to submit accountability plans to the Education Department (ED). These new ESSA plans would start in the 2017–18 school year. States can pick their own goals, both long- and short- term goals. These goals must address: proficiency on tests, English-language proficiency, graduation rates, and closing gaps in achievement.

GOAL 1:

Provide a rigorous curriculum with high academic standards for students at all grade levels.

Objective 1: 90% or more of 6th, 7th, and 8th grade students and 90% or more of each subgroup will attain a minimum proficiency or better on all state assessments for the 2023-24 school year.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. Use student performance data to make instructional decisions.	Principal Teachers Inclusion Staff	Local Title IIA	August to May	Improvement in benchmarks and state assessment results
2. Maintain and improve the Response to Intervention (RTI) plan to increase achievement for all students (STAAR DNM)	Principal Teachers Inclusion Staff	Local	August to May	RTI Plan maintained and improved STAAR Results
3. Provide a variety of tutorial settings other than the traditional classroom setting for students at risk of failing core subject areas and/or difficulty mastering any state standard.	Principal Teachers	Local	August To May	Achievement on report cards and STAAR assessments
4. Provide access to web-based instructional programs to reinforce instruction. (ie: Study Island, IXL, Moby Max, Khan Academy)	Principal Teachers	Local	August to May	State assessment results Report Card results

GOAL 1:

Provide a rigorous curriculum with high academic standards for students at all grade levels.

Objective 1: 90% or more of 6th, 7th, and 8th grade students and 90% or more of each subgroup will attain a minimum proficiency or better on all state assessments for the 2023-24 school year.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
6. Maintain the use of Eduphoria's AWARE to disaggregate student performance data.	Principal Teachers	Local	August to May	Report Cards State assessment results
7. Maintain the Pre-AP math courses for 8th grades to better prepare students for an advanced math program.	Principal Math Teachers	Local	August to May	Lesson Plans Report Cards STAAR Results
8. Continue to offer Pre-AP Summer Institute training to prepare teachers with appropriate strategies within the classroom.	Principal	Title IIA	Summer	Certificates of Attendance
9. Provide differentiated instruction in the core areas to prepare all students to score at the advanced level on the STAAR tests.	Principal Teachers Inclusion Staff	Local	August to May	AEIS Reports AYP Reports PBMAS Reports
10. Integrate math classes with EOC accelerated classes for Algebra I DNM (45 minutes of math each day).	Core Subject Teachers, Counselor, Principal	Local	August to May	Progress Reports, Report Cards EOC Result

GOAL 1:

Provide a rigorous curriculum with high academic standards for students at all grade levels.

Objective 2: 90% or more of Special Education & Section 504 students and 90% or more of each subgroup will attain a minimum proficiency or better on state assessments at levels established by the ARD/504/LPAC/GT Committee for the 2023-24 school year.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. Inclusion of Special Education students in the regular education classroom setting.	Principal Counselor	Local	August to May	Campus Master Schedule Student Schedules
2. Identify and provide services for students who are eligible under Section 504 including dyslexia or a related service.	Principal, Counselor Teaching Staff Dyslexia Staff	Local, State Federal	August to May	List of students served Student 504 Plans
3. Identify and provide ESL services for all LEP qualified students	Principal, Counselor Teaching Staff ESOL Staff	Local, State Federal	August to May	List of students served LPAC Records
4. Identify and serve all students qualified and accepted into the Gifted and Talented Identification Program	Principal, Counselor Teaching Staff G/T Staff	Local, State	August to May	List of students served G/T Records
5. Provide training to staff on SPED/ARD/Section 504/ESOL/GT policy and procedures	Principal Counselor	Local State Compensatory	August	Training Schedules Certificates of

GOAL 2:

Student Attendance will meet or exceed the 94% state standard for attendance. The dropout rate will meet the state standard of 1% or less for the 2023-24 school year.

Objective 1:

Increase the student attendance rate to a minimum of 97% and maintain the student dropout rate of zero.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. Continue phone calls to parents of each student that is absent.	Administrative Assistant Principal	Administrative Asst.	Daily	Attendance Records
2. Continue to provide Saturday School/Summer School make-up time for students with excessive absences and tardies.	Principal Administrative Assistant Teachers	Local	Scheduled as necessary each semester	Attendance Reports Saturday School Reports
3. Continue the Attendance Incentive Plan to increase student daily attendance. (i.e., "Hat Days" or other appropriate incentives)	Principal	Local	August to May	Attendance Records 6 Weeks rewards

GOAL 3:

AMS will provide opportunities to enhance instruction through more effective staff development.

Objective 1:

Strengthen the ability of teachers and administrators to improve learning opportunities and achievement for all students.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. Continue to send appropriate staff to curriculum and assessment training as needed.	Principal	Title IIA	August to May	Certificate Hours
2. Provide additional training of Eduphoria's AWARE data analysis and other tools to assist teachers in appropriate planning for student success.	Principal Technology Director	Local Title IIA	On-going	Calendar of training events
3. Continue training staff on anti-bullying programs.	Counselor	Local	August to May	Sign-in Sheets Decrease in disciplinary actions

GOAL 4:

Integrate available technological tools throughout the curriculum to maximize the effectiveness of classroom instruction and increase student mastery of the Texas Essential Knowledge and Skills (TEKS).

Objective 1:

Enhance technology experience for staff and students, updating technology as quickly and efficiently as possible.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. Develop technology training sessions for parents in the use of Parent Portal, etc. Utilize orientation night with computer stations for parents to use.	Principal Teachers	Local	August to May	Calendar of Session Events
2. Training for teachers in Go Guardian; Teacher Websites; Interactive Smartboards	Principal Director of Technology Teachers	Local	August to May	Calendar of Session Events
3. Training for teachers in Chromebook software/applications.	Principal Director of Technology Teachers	Local	August to May	Calendar of Session Events

GOAL 5:

Provide a safe, drug free environment conducive to student achievement.

Objective 1: Investigate, establish, and promote programs to ensure the safety of students and staff.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. Continue to search for and provide anti-bullying programs on a regular basis.	Counselor	Local	August to May	Decrease in disciplinary records related to bullying
2. Provide drug awareness programs on a regular basis.	Counselor	Local	August to May	Zero-percent drug-related incidents.
3. Continue to participate during Red Ribbon Week to encourage a drug-free lifestyle.	Counselor	Local	August to May	List of Programs Reduced discipline referrals
4. Continue Career Day and Career Awareness Programs	Counselor Teachers	Local	August to May	Activities Documented
5. Continue Leadership electives	Principal Teachers	Local	August to May	Master Schedule Lesson Plans
6. Use of canine drug/weapon detection services to enhance a safe learning environment.	Principal	Local	August to May	Incident Reports
7. Provide methods for reporting bullying, abuse or criminal activity (ie: Stay-Alert; Wise County SRO, Crime Stoppers)	Principal Counselor	Local	August to May	Incident Reports

GOAL 6:

All students will be active with a focus on health and wellness within a coordinated school health and physical activity program.

Objective 1: Promote and encourage healthy behaviors.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. All students are scheduled into a PE or Athletic class that meets on a daily basis. Students are expected to meet the minimum requirements for moderate to physical activity.	Principal PE Teacher Athletic Coaches	Local	August to May	Master Schedule Student Schedules Fitness Gram Results
2. The Foods of Minimal Nutritional Value policy will be followed during school hours..	Principal Food Service Department	Local	August to May	Weekly Menus
3. Continue with spinal screenings and vision and hearing screenings at designated grade levels.	School Nurse	Local	August to May	Schedule of Events
4. Information will be made available to students about the prevention of spreading the contagions of cold, flu, H1B1, Covid-19, etc.	Principal Staff School Nurse	Local	August to May	Pamphlets Announcements Newsletters Website
5. Absences will be monitored closely and contact will be made to ensure students healthy return to school.	Principal Administrative Assistant Teachers School Nurse	Local	August to May	Daily Health Log

GOAL 7:**Build strong partnerships between AMS, parents and the community.****Objective 1:****Increase communication with parents and community members that will impact students' success at AMS.**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. Continue to enhance school/parent communication through a variety of ways—teacher websites, AMS/District websites, Remind, Parent Portal.	Principal Staff	Local	August to May	Websites, Callouts, etc. Schedules, Parent Square
2. Continue events that involve both students and parents: Back-to School Orientation, Veteran's Day Assembly, dances, pep rallies, career day, UIL and EOY Student Awards, Bulldog Mania & Hoopla	Principal Teachers Community members	Local	August to May	List of events
3. Advertise monthly calendar of events through various media (i.e. web site, progress reports, report cards, etc.)	Principal Administrative Assistant Staff	Local	Monthly	Calendars published , Parent Square
4. Increase direct communication between staff and parents regarding their children's assignments, academics, and social skills.	Principal Staff	Local	August to May	Survey results
5. Organize a community service project for each grade level and/or school organization (ie: Student Council, NJHS)	Principal, Counselor Staff, Students	Local	August to May	List of projects completed

GOAL 8:

Highly effective staff will be recruited and retained to maintain a quality education and to comply with ESSA requirements.

Objective 1:

Enhance the educational value of the campus by seeking and retaining the most highly effective staff.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. Conduct recruitment activities to ensure highly effective personnel in all positions. Activities will include participating in job fairs, posting vacancies in multiple sites/organizations and maintaining active webpage.	Principal	Local Title II-A	June to May	# of positions posted # of applications completed # of visits on the web-page counter
2. Improve collaboration among existing and new staff members to create a positive working environment.	Principal Staff	Local Title II-A	August to May	Staff survey results
3. Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all meet highly effective status and have proper certification/endorsements.	Principal	Local Title II-A	August	Personnel files Professional Dev. Records Teacher interviews Principal attestations
4. Assist teachers in maintaining or attaining certification through alternative programs, GT certification, ESL certification, coursework, and TExES testing in order to assure all staff is highly qualified	Principal	Local Title II-A	August to May	# of teachers in ACP's Professional Dev. Records
5. Analyze data from paraprofessionals' files to ensure all instructional aides are highly effective.	Principal	Local Title II-A	August	Personnel files Professional Dev. Records Principal attestations

District Safety Needs Assessment Summary- School Year: 2022-23 & 2023-2024

Data Sources Reviewed:

Safety Committee Recommendations

Multi-Hazard Emergency Operation Plan

2020-2022 School Safety and Security Grant Program Guidelines

District Educational Improvement Committee Recommendations

District and Campus Improvement Plans

Area Reviewed	Summary of Strengths What were the identified Strengths?	Summary of Needs What were the identified Needs?	Priorities What are the priorities for the District?
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<p>Demographics</p>	<ul style="list-style-type: none"> • All Staff receive Level 1 Guardian Training annually: Stop the Bleed, Active Shooter and Situational Awareness • Level 3 Guardian Program with trained staff to carry weapons on school property • Contract with Tony Vo to conduct all Levels of Guardian trainings and to provide safety and security assessments of each campus. • Door locking systems • Video Camera Monitoring Systems • Fencing around Elementary school 	<ul style="list-style-type: none"> • Perimeter Security Fencing around the Middle and High School • Vehicle Barriers at the High School & Middle School Entrances and the Elementary • Campus Wide Active Shooter Alarm Systems that will alert all campuses at the same time of an active shooter situation. • Driveway light for Middle school drive • Replace cameras on all campuses that are cloudy due to weather 	<ul style="list-style-type: none"> • Perimeter Security Fencing • Vehicle Barriers • Campus Wide Active Shooter Alarm Systems • Driveway light for Middle school drive • Replace cameras on all campuses that are cloudy due to weather

AMS Comprehensive Needs Assessment Summary- School Year: 22-23 for 2023-24

Data Source Reviewed:			
TAPR(2021-22)	Local Records	Student Handbook	2022 STAAR Results
Eduphoria Aware	TEA Federal Report Card	AMS Surveys	Wise County Messenger
Area Reviewed	Summary of Strengths What were the identified Strengths?	Summary of Needs What were the identified Needs?	Priorities What are the priorities for the campus, including how federal and state program funds will be used?
Demographics	<ul style="list-style-type: none"> • Teacher student ratio of 1-11.1 beneficial to our TAPR performance • All Teachers highly qualified in their subject area, 87% more than 6 years of experience • Exceeded state level for STAAR testing in most subject areas 	<ul style="list-style-type: none"> • Provide supplementary intensive instruction for the economically disadvantaged population • Implement a more rigorous RTI program, additional tutoring for the At-Risk and 504 group • Strive to attain and sustain a 90% or higher success rate for all students in all subjects 	<ul style="list-style-type: none"> • Federal and state funds should target RTI Programs, and all At Risk categories • Strive for excellence in the general education population by broadening and providing more access to advanced material • Implement small RTI classes that are flexible according to students' needs throughout the grading period

Data Source Reviewed: TAPR (2021-22) Local Records Student Handbook 2022 STAAR Results Eduphoria Aware TEA Federal Report Card AMS Surveys Wise County Messenger																																													
Area Reviewed	Summary of Strengths What were the identified Strengths?	Summary of Needs What were the identified Needs?	Priorities What are the priorities for the campus, including how federal and state program funds will be used?																																										
Student Achievement	<ul style="list-style-type: none"> AMS STAAR scores as compared to the state are as follows: <table border="1"> <thead> <tr> <th></th> <th>State</th> <th>Campus</th> </tr> </thead> <tbody> <tr> <td>6Math</td> <td>73</td> <td>93</td> </tr> <tr> <td>6Reading</td> <td>70</td> <td>85</td> </tr> <tr> <td>7 reading</td> <td>80</td> <td>89</td> </tr> <tr> <td>7 Math</td> <td>61</td> <td>91</td> </tr> <tr> <td>8 Reading</td> <td>83</td> <td>95</td> </tr> <tr> <td>8 ALg 1</td> <td>73</td> <td>100</td> </tr> <tr> <td>8 Science</td> <td>74</td> <td>93</td> </tr> <tr> <td>8 SS</td> <td>61</td> <td>53</td> </tr> <tr> <td>8 Math</td> <td>71</td> <td>88</td> </tr> </tbody> </table> Areas of Improvement for STAAR performance as follows <table border="1"> <thead> <tr> <th></th> <th>Increase</th> </tr> </thead> <tbody> <tr> <td>6 Reading</td> <td>4%</td> </tr> <tr> <td>7 Reading</td> <td>9%</td> </tr> <tr> <td>7 Math</td> <td>8%</td> </tr> <tr> <td>8 Reading</td> <td>6%</td> </tr> <tr> <td>8 Science</td> <td>2%</td> </tr> </tbody> </table> Met standard for 2021-22 Accountability 		State	Campus	6Math	73	93	6Reading	70	85	7 reading	80	89	7 Math	61	91	8 Reading	83	95	8 ALg 1	73	100	8 Science	74	93	8 SS	61	53	8 Math	71	88		Increase	6 Reading	4%	7 Reading	9%	7 Math	8%	8 Reading	6%	8 Science	2%	<ul style="list-style-type: none"> Raise scores of students who are currently passing to level III Sub groups need to increase to a meet score on the STAAR test Shared staff who teach a course on our campus should be available for tutorials on our campus Poor attendance negatively impacts student achievement 	<ul style="list-style-type: none"> Incentive programs to increase attendance at AMS Increase percentage of students scoring at the Advanced Level III on STAAR Balance focus by giving equal amounts of attention to those who learn easily as those who struggle to learn Provide training for teachers to meet the needs of both high achieving students as well as those with special needs in the classroom
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Data Source Reviewed:			
AEIS (2021-22)	Local Records	Student Handbook	2022 STAAR Results
Eduphoria Aware	TEA Federal Report Card	AMS Surveys	Wise County Messenger
Area Reviewed	Summary of Strengths What were the identified Strengths?	Summary of Needs What were the identified Needs?	Priorities What are the priorities for the campus, including how federal and state program funds will be used?
School Climate and Culture	<ul style="list-style-type: none"> 91% of parents, 91% of students, and 95% of staff feel that the school is a safe place 96% of students feel that the resources available in the library are adequate 90% of parents feel that their child is learning skills necessary to be successful in life 95% of the staff feel that they have adequate resources available to them 95% of the staff feel that administration values and incorporates teacher input in planning for school improvement and that their time and effort are valued AISD website is easy to use and provides current, up to date information 	<ul style="list-style-type: none"> 9% of students feel they are not challenged at this school 10% of students feel that the teachers do not listen to what they say 15% of students feel there are not enough elective choices 	<ul style="list-style-type: none"> Create a school culture in which 100% of students feel safe at all times while at school Offer students more challenging elective choices Set up courses that are more challenging to the students Open better lines of communication between students and teachers Smaller HB4545 Groups Timely assistance to ensure struggling students are able to meet state standards Cultivate a culture of positive communication and teamwork

Data Source Reviewed: AEIS (2021-22) Local Records Student Handbook 2022 STAAR Results Eduphoria Aware TEA Federal Report Card AMS Surveys Wise County Messenger			
Area Reviewed	Summary of Strengths What were the identified Strengths?	Summary of Needs What were the identified Needs?	Priorities What are the priorities for the campus, including how federal and state program funds will be used?
School Context and Organization	<ul style="list-style-type: none"> • Students are happy and feel successful in their classes • AMS has a welcoming environment for parents and community members alike • The AISD website provides parents and the community with needed information to meet the needs of their children • Students are provided time for tutoring during the school day (Homeroom, RTI, HB 4545) • Students have a voice involving campus activities (Stuco, NJHS, FCA) 	<ul style="list-style-type: none"> • Encouragement for parents to better utilize available information sources (Parent portal, Parent Square, School website) 	<ul style="list-style-type: none"> • Increase parent participation and communication • Get parents informed by joining Parent Square, Parent Portal, Booster Clubs

Data Source Reviewed:			
TAPR 21-22	Local Records	Student Handbook	2022 STAAR Results
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Area Reviewed	Summary of Strengths What were the identified Strengths?	Summary of Needs What were the identified Needs?	Priorities What are the priorities for the campus, including how federal and state program funds will be used?
Technology	<ul style="list-style-type: none"> • Chromebooks for all Middle school students 1:1 ratio • Laptops available to all teachers • Wi-Fi • Teachers implementing SBEC technology application standards • New content filter (CIPA) • Safety monitoring “Go Guardian” and “Gaggle” 	<ul style="list-style-type: none"> • Keyboarding proficiency for all students to be utilized with Chromebook use in the classroom • Update Smartboards • Have more Chargers on Hand-2 extra per classroom 	<ul style="list-style-type: none"> • Extra Chargers—2 per classroom • Keyboarding proficiency for all students to be utilized with Chromebook use in the classroom • Students made aware that they can access Student Portal to monitor their grades

Data Source Reviewed:			
AEIS (2021-22)	Local Records	Student Handbook	2022 STAAR Results
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Area Reviewed	Summary of Strengths What were the identified Strengths?	Summary of Needs What were the identified Needs?	Priorities What are the priorities for the campus, including how federal and state program funds will be used?
Curriculum, Instruction, and Assessment	<ul style="list-style-type: none"> • Effective leadership with genuine concern for the success of students and a cohesive faculty • Highly qualified and caring faculty and staff • Based on 2022 STAAR Scores AMS Scored better than state average on most Areas. • Utilize a broad range of authentic student assessments (benchmarks, STAAR Scores, IXL) • Effective portfolio system with Eduphoria AWARE, that includes assessment, ARD, 504 documentation and communication 	<ul style="list-style-type: none"> • More Content mastery lab time for students in need of support • Broader range of electives at all grade levels • RTI/HB4545 teacher for all grade levels • Increase percentage of students scoring at the level III advanced on all tests • Implement AP classes to meet curriculum need for AP- Pre Algebra (8th grade) 	<ul style="list-style-type: none"> • Provide a content mastery lab to assist students as needed • Broaden middle school electives • Implement AP classes • RTI/HB 4545 teacher at all levels

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Area Reviewed	Summary of Strengths What were the identified Strengths?	Summary of Needs What were the identified Needs?	Priorities What are the priorities for the campus, including how federal and state program funds will be used?										
Staff Quality/Professional Development	<ul style="list-style-type: none"> 100% highly qualified professional staff Quality administration Broad range of teacher experience <table border="1"> <tr> <td>29.4%</td> <td>Over 20 years</td> </tr> <tr> <td>39.6%</td> <td>11-20 years</td> </tr> <tr> <td>18.3%</td> <td>6-10 years</td> </tr> <tr> <td>6.9%</td> <td>1-5 years</td> </tr> <tr> <td>5.9%</td> <td>Beginning</td> </tr> </table> <ul style="list-style-type: none"> 1:11.1 teacher/student ratio Eduphoria AWARE are adequately utilized to track data Many Elective Choices 7th & 8th grade <ul style="list-style-type: none"> Cohesive staff 	29.4%	Over 20 years	39.6%	11-20 years	18.3%	6-10 years	6.9%	1-5 years	5.9%	Beginning	<ul style="list-style-type: none"> Effective mentor program for new staff Broad range of technology training for staff Continued training for RTI/HB4545 Programs Better budget for teachers Technology assistant on campus more often 	<ul style="list-style-type: none"> Effective Mentor Program Technology person at each campus High quality professional development that is closely monitored Professional development in areas that focus on the challenges of the campus
29.4%	Over 20 years												
39.6%	11-20 years												
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Family and Community involvement	<ul style="list-style-type: none"> • Chromebooks are available to all students • Call out Alert system • Parent Portal is available • AMS student council and NJHS organizes school events • AMS Student Council and NJHS organizes volunteer projects 	<ul style="list-style-type: none"> • Resources for ESL Families • Awareness of Parent Portal • Marquis sign to notify community of upcoming events • Increase student organization involvement with events for/with the community • Curriculum for Electives 	<ul style="list-style-type: none"> • Curriculum for Electives • Awareness of Parent Portal and Parent Square • Enhance school/parent communication through other means that allow the community to be aware of events/activities (ie. Marquis sign out front) • Parent portal information access for parents without internet availability