Ingram Tom Moore High School

Campus Improvement Plan

2025-2026

Ingram ISD Vision Statement

Inspiring Student Success from the Inside Out

Ingram ISD Mission Statement

Our purpose is to ensure an environment that provides rigorous learning and support, where each student masters the curriculum at every level, is continually inspired to ascend to the highest levels of good character, and thoughtfully and diligently prepare for a successful life after high school.

2025-2026 Campus Administration

Brandie Guzman, Principal
Lee Pool, Assistant Principal
Lisa Arledge, Lead Counselor

Campus Improvement Committee Members

Brandie Guzman, Administrative Representative
Chris Moralez, English Language Learner Representative
David Skinner, Special Ed Representative
Paula Morris, Teacher Representative
Karen McGuff, Teacher Representative
Bobby Leshikar, Teacher Representative
Kendra Miller, Parent Representative
Shannon Stolz, Parent Representative
Amy Bush, Community Member

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 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: Educators shall cultivate in students an informed American patriotism and lead students in a close study of the founding documents of the United States and Texas.
Objective #6: Qualified and highly effective personnel will be recruited, developed, and retained.
Objective #7: The state's students will demonstrate exemplary performance in the comparison to national and international standards.
Objective #8: School campuses will maintain a safe and disciplined environment conducive to student learning.
Objective #9: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.
Objective #10: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.
Objective #11: The State Board of Education, the agency, and the commissioner shall assist school districts and charter schools in providing career and technology education to students.

Ingram ISD Board Goals 2025-2026

1. All INGRAM ISD students will achieve academic growth and excellence and reach their full educational potential. The District will increase student academic achievement through the effective implementation and monitoring of the District's Curriculum while providing each student with a personalized quality education. The District will continually seek to improve the planning and organization between campus improvement committees, campus plans, and district planning to ensure consistency within the classrooms and between schools.

2. INGRAM ISD will strive to enhance a well-rounded education and broaden the experiences of students through extracurricular and co-curricular participation in all UIL activities. The District will emphasize programs and activities to enhance student citizenship and character development throughout all grades. The district will continually recognize students for their involvement and success in these programs and activities through the various media Resources available.

3. INGRAM ISD will strive to recruit, hire, and retain a high-quality teacher core. Educators with high moral character, high standards of ethical behavior, and those capable of truly serving our district will be sought to join our family and team with us on our journey towards excellence. The District will develop and promote strategies for teaching and coaching leadership development for those educators interested in improving their skills. Administrators, teachers, coaches, and sponsors will always be held to high standards when working and coaching students at all INGRAM ISD activities.

4. INGRAM ISD will deliberately pursue a positive public perception of the district. The District will work together to build an employee-friendly organization that reflects the values of trust, communication, and teamwork while developing partnerships with community and business groups. The District will continue to monitor and adjust the district web page and/or other communication tools to better serve students, parents/guardians, staff, and the community in an effort to engage everyone in the process of building and promoting the district.

5. INGRAM ISD will maintain facilities that enhance the learning of all students. The District will study and develop plans for operations that will prepare INGRAM ISD to keep safety a top priority, as well as continue to keep the district operations up to date. The District will continue to assess and prioritize necessary facility upgrades, even in difficult financial times, to provide an inviting, safe, well-maintained school.

6. INGRAM ISD will annually- Maintain a budget-balanced general operating fund and add to the fund balance if/when able to do so. The District will maintain a budget that supports the vision of INGRAM ISD and continue to achieve a superior rating as defined by the Financial Integrity Rating System of Texas (FIRST). The District will make fiscally sound decisions that will contribute to student achievement and provide for a safe learning environment.

Ingram Tom Moore High School Goals for 2025-2026

1. Ingram Tom Moore High School will improve and enhance the academic growth and performance of every student.
2. Ingram Tom Moore High School will heighten campus safety and reduce crime and substance abuse.
3. Ingram Tom Moore High School will promote the involvement of parents and the community in each student's education.
4. Ingram Tom Moore High School will prepare skilled and educated students to achieve post-secondary success.
5. Ingram Tom Moore High School will retain, support, and recruit quality staff.

Improvement Planning Data
District goals
Prior year's campus improvement plans
Accountability Data
Texas Academic Performance Report (TAPR) data
STAAR/EOC Accountability Summaries and Data Reports
Accountability Distinction Designations
PBMAS data
ACT assessment data
Local benchmark or common assessment data
TELPAS
Student Data: Behavior and Other Indicators
Completion rates and/or graduation rates data
Annual dropout rate data
Attendance data
Mobility rate
Employee Data
Staff surveys and/or other feedback
Highly qualified staff data

Demographics

Ingram Tom Moore	Enrollment Grades 9-12	Percent Economically Disadvantaged	Percent English Language Learners	At Risk
2015-2016	341	55.7%	8.2%	44.3%
2016-2017	336	57.7%	8.0%	53.0%
2017-2018	308	56.5%	8.1%	28.2%
2018−2019	327	65.7%	7.3%	26.6%
2019-2020	333	63.9%	6.6%	44.9%
2020-2021	315	61.6%	11.4%	37.1%
2021-2022	369	63.3%	14.2%	49.0%
2022-2023	395	62.0%	13.9%	46.9%
2023-2024	423	62.2%	15.6%	41.6%
2024-2025	440	58.4%	15.4%	46.1%
2025-2026*	444	55.2%	10.0%	40.0 %

*As of 10/31/2025

2014-2015	94.8%
2015-2016	95.7%
2016-2017	94.7%
2017-2018	94.8%
2018-2019	95.9%
2019-2020	95.96%
2020-2021	96.05%
2021-2022	96.1%
2022-2023	96.2%
2023-2024	96.1%
2024-2025	96.7%
2025-2026	96.22%

Campus Attendance Rates

*As of 10/31/2025

EOC Performance

The following Ingram Tom Moore High School EOC data was collected from Data Interaction for Texas Student Assessments.

Content EOC	Ingram Tom Moore High School			Across Texas		2025 State Results Approaches/Meets/Masters
	2023 Approaches/ Meets/Masters	2024 Approaches/ Meets/Masters	2025 Approaches/ Meets/Masters	% Change At ITM	% Change Across Texas	
English I	90/64/17=57	82/64/19 = 55	85/73/16=58	+3	-2	66/51/16=44
English II	91/60/15=55	91/74/4 = 56	89/75/8=57	+1	-3	71/56/9=45
Algebra I	95/35/07=46	86/43/17 = 49	84/32/16=44	-5	+1	76/47/29=51
US History	96/41/27=55	95/68/20 = 61	99/71/26=65	+4	-1	94/68/37=66
Biology	95/73/17=52	92/58/8 = 53	69/46/8=41	-12	+2	91/62/21=58

Tom Moore High School Accountability

Domains	2024		2025	
Student Achievement	93	A	93	A
School Progress	95	A	95	A
Closing the Gaps	94	A	91	A
Overall	95	A	94	A

Analysis of data has identified the following needs – Component 1:

Academic Needs:

- Improve student academic growth through vigilant data analysis and provide rigorous instruction at Tier 1, 2, and 3 levels.
- The data indicate the need to increase student performance on EOCs to meet and master grade-level expectations.
- Support teachers in deconstructing the depth and complexity of state expectations/ TEKS that govern their specific content area and how to improve academic performance through consistent implementation of high-yield instructional strategies.
- The need to continue to implement a scheduled time for targeted remediation and accelerated instruction.
- Writing is an area of focus. Additional training and consistency in expectations for critical writing, short constructed responses, and extended constructed responses.
- Ongoing training to support staff members in providing differentiation and prioritizing accommodations to help Emergent Bilingual students increase language acquisition and academic performance.
- Data indicates the need for implementation of critical thinking skills that support students in transferring learning to new context and strengthen students' problem-solving skills.
- Monitor student progress throughout the year by continuing use of aligned assessments, including increasing implementation of TEA-released practice tests, interim assessments, and benchmarks, and using data to drive decision-making and instructional practices.
- Identify resources that provide practice for new item types
- Test prep: TSI and ACT

Retention of Highly Effective Teachers

- Time for collaboration and planning.
- Continue to implement T-TESS with a focus on teacher and student growth
- Continue to increase the salary schedule to be more competitive with neighboring districts
- Change focus on Staff Development by providing more opportunities in-house to include teams of teachers
- Provide funding for teachers and administrators to acquire additional certifications
- Continue to recruit, hire, and retain high-quality teachers who exemplify professionalism and a commitment to student success.

Graduation and Beyond

- Strengthen our P-TECH program to ensure every student has access to high-quality pathways leading to college credit, industry certifications, and work-based learning experiences.
- Maintain 100% graduation rate for all student groups through targeted support and monitoring.
- Collaborate with local businesses, community organizations, and higher education partners to provide authentic work-based learning and internship opportunities aligned with students' chosen pathways.
- Review and refine coherent course sequences and pathways to ensure all students can earn endorsements that reflect their interests and career goals.
- Provide college and career transition supports, including advising, workshops, and partnerships that prepare students for success beyond high school.

Campus and Community

- Maintain and enhance campus facilities to ensure a safe, welcoming, and well-maintained environment for students, staff, and visitors.
- Strengthen partnerships with families, community members, and local organizations to expand opportunities and support for students.
- Continue to improve infrastructure and campus aesthetics to promote school pride and reflect the district's commitment to excellence.
- Foster a sense of community engagement and shared responsibility for sustaining a positive and supportive campus culture.

Title 1, Part A:

School-wide Components:

1. A comprehensive needs assessment of the entire school (including considering the needs of migratory children as defined in section 1309(2)) that is based on information that includes the achievement of children in relation to the State academic content standards and the State student academic achievement standards described in section 1111(b)(1).
2. School-wide reform strategies that provide opportunities for all children to meet the State's proficient and advanced levels of student academic achievement use effective methods and instructional strategies that are based on scientifically based research, and that include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the State student academic achievement standards who are members of the target population of any program that is included in the school-wide program.
3. Instruction by highly qualified teachers.
4. In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for teachers, principals, and paraprofessionals, and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the State's student academic achievement standards.
5. Strategies to attract high-quality teachers to high-need schools.
6. Strategies to increase parental involvement in accordance with section 1118, such as family literacy services.
7. Measures to include teachers in the decisions regarding the use of academic assessments are described in section 1111(b)(3) in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.
8. Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards required by section 1111(b) (1) shall be provided with effective, timely additional assistance, which shall include measures to ensure that student difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.
9. Coordinate and integrate federal, state, and local services and programs, including programs supported under this Act, violence prevention programs, nutrition programs, housing programs, adult education, vocational and technical education, and job training.

Goal 1: Ingram Tom Moore will Improve Academic Performance

Target Performance Level: Algebra 1 to 90%; English I to 88%; English II to 90%; US History to 100%; CCMR 100%; TELPAS 36%

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	TITLE 1 School-wide Components (Code by #)
Continue to expand the use of data-driven decision-making to support academic growth on our campus.	Principal	On Data Suite Lead4Ward Local Resources	Individual teacher conferences focused on student growth and data review	Increase academic growth	#2, 4
Provide accelerated instruction to students outlined in HB4545/ HB1416 in Next Step Prep (NSP)	Principal, Asst Principal	EdReady, Shmoop, Local Resources	NSP Hours Tracking Log and Usage Reports	Monitoring of intervention effectiveness through progress tracking and student outcomes	#2, 3, 9
Review 6-week and benchmark assessments to ensure alignment with TEKS and track student progress by student population groups	Principal, Teachers, Department Leads	STAAR released questions, CRS, TFAR	STAAR-like and aligned assessments	Assessment results compared to STAAR results	#2, 3, 4
Maintain a Full-Time ITM ESL teacher to monitor and oversee English Learners' language and academic progress.	Teacher Principal	Local	Progress Monitoring	TELPAS and T-TESS data	#2, 8
Offer ongoing professional learning focused on meeting the academic and linguistic needs of Emergent Bilingual and Special Education learners.	Director of Special Programs, Campus Admin	Region 20, ESL for Emergent Bilingual, Local Resources, Title I, Title III, Technology Resources, Title Funds	Increase in academic growth and progress of Emergent Bilingual and Special Education students	Progress monitoring data, RTI Data, assessment results, TELPAS data. Lesson plan documentation STAAR	#2, 4, 8, 9
Continue to use Lexia to help Emergent Bilingual students fill in gaps regarding phonetic awareness	Director of Special Programs, Campus Admin, ESL teacher	Title Funds	Implementation Plans and Usage Reports	Advancement in the Language Proficiency	#2
Continue to implement Summit K-12 online diagnostic program to improve language acquisition and	Director of Special Programs	Region 20 ESC	Implementation Plans and Usage Reports	Advancement in Language Proficiency, Conferencing, Aligned Assessments, Progress	#2, 6, 7, 8

Goal 1: Ingram Tom Moore will Improve Academic Performance

Target Performance Level: Algebra 1 to 90%; English I to 88%; English II to 90%; US History to 100%; CCMR 100%; TELPAS 36%

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	TITLE 1 School-wide Components (Code by #)
student performance on the TELPAS	Campus Admin ESL Teacher			Monitoring, benchmarks, TELPAS, STAAR	
Implement ACT Preparation Course and ACT Online Prep	ACT Teacher, Campus Admin	Local Funds, ACT Online Prep	Implementation Plans and Usage Reports	Increased scores on ACT	#3
Continue to administer Schoolday ACT 8/9 and PreACT to all Freshmen and Sophomores	Principal	Local Funds, State Funds	Students Testing	ACT Test Results	#2
Teachers will maintain ongoing Curriculum Alignment	Principal Asst. Principal Teachers	Department and Grade-level team Meetings	Team Mtgs; Lesson Plans and Aligned Assessments	Progress Monitoring Report	#2, 8

Goal 2: Ingram Tom Moore will provide a clear pathway to college, career, or military readiness, equipping each student with the knowledge, skills, and experiences needed for post-secondary success

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Strengthen our implementation of the P-TECH model	Principal, Counselor, Asst. Principal	Campus Funds	P-TECH OBM Tracking System, Master Schedule, Pathway Crosswalks	Increased scores and participation	#10
Provide expanded opportunities for hands-on Construction Technology certification and career readiness	Superintendent Asst. Super Principal, Counselor	IHEs, Resources from other schools implementing a similar model	Pathways Crosswalk, Master Schedule, Certificates of Completion	Master Schedule # of students enrolled and number of Higher Education partners	#2,10

Goal 2: Ingram Tom Moore will provide a clear pathway to college, career, or military readiness, equipping each student with the knowledge, skills, and experiences needed for post-secondary success

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Continue to explore opportunities and certifications that could be offered in the future	Principal, Counselor, Asst. Principal	Steering Committee Meetings, Region 20, Other School Models	Meeting Agendas and Notes	Research findings, Master Schedule	#2,10
Provide Work-based learning opportunities at every grade level.	Asst. Super Principal Asst Principal Counselor	Local Funds	Work-based Learning Plan, Master Schedule, Course Selection	Master Schedule # of students enrolled and number of Higher Education partners	#1
Continue certifications in Welding, Cybersecurity, Phlebotomy, CNA, Construction Technology, Entrepreneurship, Logistics, Banking, Real Estate, etc.	CTE Coordinator Teachers Counselors	CTE Resources, Local	Students completing certification coursework and requirements	Students successfully earning industry-based certifications	#2, 8
College Exploration, grade-level specific college field trip rotations	Counselors Teachers Principals	Local Funds, IHEs	Calendar of Events, Field Trip Agendas	Trip Attendance Rosters and Feedback from staff and students	#6, 9
Prepare students for post-secondary transition with Next Step Prep	Counselors Teachers Principals	CTE Resources Local Resources IDEA B Resources	Personal Grad Plans: Endorsements, Increase in students meeting college-ready standards	TAPR data	#6, 9
Continue College Lab to provide protected time for students to dedicate to DC responsibilities	Principal, Asst. Principal	Local	Course Catalog and Class Rosters	Information based on DC results	#2, 3, 9
Career Exploration- Career Speaker Series, Speakers from the Community addressing students to expand their knowledge and expose them to various future career opportunities and areas of interest	Superintendent Asst. Super Principal Asst Principal	Community Member Support, Business Partnerships	Career Speaker Series Agenda and Rotation Rosters	Feedback and Debrief	#1

Goal 3: Ingram Tom Moore will Increase Leadership Effectiveness

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Regularly scheduled Administrative Meetings	Principal	Local	Agendas and Sign-in Sheets	Improved Communication and alignment	#4,8
On-going administrator training: T-TESS, TASSP, TAC	Admin	Local	Uniform implementation of campus initiatives	T-PESS Annual Evaluation	#4
Encourage distributed leadership	Admin	Local	Department leads taking active roles in campus improvement initiatives	Evidence of alignment between leadership goals and campus improvement priorities	4

Goal 4: Ingram Tom Moore will Increase Learning Time

Target: Increase attendance to 97.0%

Strategies and Action Steps	Person(s)	Resources	Evidence of Implementation	Evaluation	Schoolwide Components
Strengthen communication between the school, students, and families regarding attendance expectations and academic impact	Admin, Office Staff, Attendance Clerk, Counselors	Local	Attendance Reports	Attendance Rate, Academic Success	#2
Provide targeted academic supports (tutorials, accelerated instruction, and intervention sessions) to maximize instructional time and reduce learning gaps.	Campus Admin, Teachers	Federal Funds	Bell Schedule	Student growth	#2
We will Increase Student Attendance/Decrease Tardiness	Admin, Office Staff, Attendance Clerk, Counselors	Local	Attendance Reports	Increased Attn Rate & Decreased Number of Tardies	#2

Goal 5: Ingram Tom Moore will Increase Family and Community Engagement.

Strategies and Action Steps	Person(s)	Resources	Evidence of Implementation	Evaluation	Schoolwide Components
ITM will continue to grow our volunteerism in the community, including mentoring, PTO, Booster Clubs, Chaperones, Career Speaker Series, Student Council, Act of Kindness Club, etc.	All district personnel	ESC 20 Local	Mentoring program, PTO	Volunteer sign-in sheets	#6
Support the continued growth of the PTO to build stronger connections among parents, staff, and students.	Principal Teachers Parents	Parents and community members	Agendas, sign-in sheets	Increase in the number of parent and community member participation	#6
ITM campus will host Community Celebrations highlighting athletic, extracurricular, and academic achievements	Campus Leadership Team Parents Students	PTO, Booster Clubs, Volunteers, All staff Local	Awards Ceremonies and other celebration events	Acknowledgement of events on the website and local newspapers	#6

Goal 6: Ingram Tom Moore will Improve School Climate

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Continue to promote positive campus and teacher highlights through the district website, social media platforms, newsletters, local media, etc	Superintendent Campus Admin District Public Relations Liaison	Website, Local Papers, Social Media	Newspaper Articles, Website, District Ap, Facebook	Board Minutes, Ticket Sales, Event Participation	#6
Teacher Appreciation lunches every 6 weeks, Pay Day Breakfast, and Staff Morale	Principal, Admin, Staff	Community	Meals	# of meals	#6
Encourage School pride—t-shirts, key chains, etc. Positive calls home, Acknowledging student accomplishments	Principals	Community Local	Positive Climate	Teacher Feedback	#6

Goal 6: Ingram Tom Moore will Improve School Climate

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Proudly support the campus theme, "We Fight Different Now" and reflect the Ingram ISD mission and vision.	All Staff	School-wide staff training	Display of Vision and District Pride	Stakeholder Feedback	#6

Goal 7: Ingram Tom Moore will Increase Teacher and Administrator Quality

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Provide Professional Development opportunities to ensure innovative, effective research-based teaching strategies are utilized	Principals, Director of Sped	Region Professional Development	Increased Student Achievement	Curriculum Aligned Assessments STAAR/EOC	#2, 3, 4
Assist teachers and administrators by providing continuing education opportunities, including refunding the cost of successful completion of TExES exams	Principals Director of HR	Local	Certificates of completion and additional certifications	Certificates of completion and additional certifications	#3, 4
Provide time for teachers to collaborate, plan, and observe each other.	Principal Asst. Principal	Local Resources	Scheduled visits	Increase in effective teaching strategies	#4, 8
ITM will strengthen new teacher support by empowering department leads and experienced teachers to mentor and guide incoming staff.	Principals Mentor Teachers	Local	Improved morale of new teachers	New Teacher Retention and Success Rate	#5
ITM will continue recruitment and retention of highly effective Teachers and Staff	Principals	Job Fairs, teacher cert programs, advertised on specialty boards	Fully staffed by Highly Effective Teachers	Retention Rates, TIA	#5

Goal 8: Ingram Tom Moore will promote a safe environment.

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Continue CPR training for students at secondary campuses	District and Campus Nurse	Local Resources	Training scheduled	Sign-in Sheets	#9
Continue the School Marshal Program and IISD police department	Admin. Teachers	Computer Local Officers	Completion of Training: CPI, CPR, Psych Evaluation, and School Marshal Certification Program	End-of-Year Evaluation	#8
Continue to utilize drug dogs to conduct randomized campus searches and randomized drug testing.	Campus Administrators	Local Funds	Regular visits from dog handling agency	Outcome of visits	#10
Exterior and Interior building/grounds maintenance will occur on a continual schedule	Director of Maintenance CFO, SROs, Principals, Maintenance and Custodial Staff	Local Resources Eduphoria Help Desk	Informal building/ground Observations	Periodic evaluation of bldgs. and grounds	IISD Board Goal #5
Technology infrastructure will be continually updated to meet the needs of the students	Director IT, CFO	Technology Resources Local Resources Title Funds	Network Capacity	Network Capacity	#10, IISD Board Goal #5
Continue Threat Assessment Team	Campus Admin	Campus Resources	Regular meetings	Sign-in Sheets	#8
Continue Awareness and Training on Self-harm, Cyber Bullying, Drug Awareness, Bullying, and Conflict Resolution training for students	Counselors Campus Admin	Local Resources SHAC	Increased Student Awareness	Training Documentation	#9
Host Stop the Bleed Training and refresher for all staff	Nurse with assistance from Local EMTs	Local Resources	Increased teacher awareness	Sign-in sheets	#9

Goal 8: Ingram Tom Moore will promote a safe environment.

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Train staff with safety drills, I Love U Guys, Stop the Bleed, and Reunification	Administration	I Love U Guys Foundation	Train new staff members	Plan in place	#8
Require staff badges and strict visitor check-in procedures	Admin. Staff	Local	Google Doc, School Pass	Safety Audits	#8
Implement the use of the SPAT system for all drills/panic button requirements.	Admin Staff	App	SPAT system	End-of-Year Evaluation	#8

Goal 9:   Ingram Tom Moore will maintain a balanced general operating fund and a budget that supports the vision of Ingram ISD

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Continue to monitor the targeted staffing ratios by analyzing the campus needs in instructional programs, without disrupting the instructional programs.	Superintendent Chief Financial Officer Asst Supt Principals	FIRST Indicators Pupil Projection Numbers HR Staffing Records Budget	Highly qualified teachers in all teaching assignments	Staffing Ratios	#1
Manage Local, State, and Federal funds allocated in the budget	Admin.	Local, Federal, State Comp, and Career and Technology Resources	Monthly financial reports Budget worksheet		#6
Determine the training needs of the staff and the resources needed to enhance the curriculum	Principals Teachers	Pupil Projection Staffing	Staffing Ratios		#6