Ingram Middle School Campus Improvement Plan
(Campus Needs Assessment Embedded)
2024-2025

Ingram ISD Vision Statement

Inspiring Student Success from the Inside Out

Ingram ISD Mission Statement

Our purpose is to ensure an environment that provides for 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 prepares for a successful life after high school.

Campus Administration

Kayla Casey, Principal
Lee Pool, Assistant Principal
Allison Page, Counselor

Campus Improvement Committee

Kayla Casey, Campus Principal
Allison Page, Campus Counselor
Lee Pool, Assistant Principal
Amber Bain, Campus Teacher
Melanie Bonam, Campus Teacher
Mary Dalton, Campus Teacher
George Dixon, Campus Teacher
Nancy Gold, Campus Teacher
Mary Jeffers, Campus Special Education Teacher
Kim Martinez, Campus Teacher
Cyntha Pedersen, Campus Teacher
Deidra Harmer, Non-Teaching Staff Member
Amber Carpenter, Parent Representative
Heather Morris, Parent Representative

Ingram Middle School

Vision Statement
Warriors Today, Leaders Tomorrow

Mission Statement
Our purpose is to provide a safe learning environment that provides rigorous learning and support where each student is inspired to excel both academically and personally to become a responsible future leader while serving their community with compassion and integrity.

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 will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society

Objective #6   Qualified and highly effective personnel will be recruited, developed, and retained.

Objective #7   The state's students will demonstrate exemplary performance in 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.

Ingram ISD Board Goals 2024 - 2025

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 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 MIDDLE SCHOOL GOALS FOR 2024 - 2025

1. Ingram Middle School will improve and enhance the academic performance of every student.

2. Ingram Middle School will prepare skilled and organized students that will achieve success in high school.

3. Ingram Middle School will retain, support, and recruit quality staff.

4. Ingram Middle School will promote positive communication while involving parents and community members in the education of our students.

5. Ingram Middle School will promote personal protection and a safe campus environment.

6. Ingram Middle School will make fiscally sound decisions that will support a safe learning environment and student achievement.

COMPREHENSIVE NEEDS ASSESSMENT SUMMARY- SCHOOL-WIDE COMPONENT 1
SCHOOL YEAR: 2024 - 2025

Improvement Planning Data
District Goals
Campus Goals
Prior year's District Improvement Plans
Prior year's Campus Improvement Plans
Parent Survey

Accountability Data
Texasassessment.gov website
Texas Academic Performance Report (TAPR) data
STAAR/EOC Accountability Summaries and Data Reports
Accountability Distinction Designations
On Data Suites
Local benchmark or Common Assessments Data
i-Ready Data
TELPAS Components

Student Data: Behavior and Other Indicators
Annual Dropout Rate Data
Attendance Data
Mobility Data

Employee Data
Staff Surveys and/or Other Feedback
Highly Qualified Staff Data
TIA Recipient Data

Student Demographics
Data from PEIMS Fall Collection

Ingram Middle School	African American	Asian	Hispanic	White	Two or More
2024 - 2025	.36%	1.11%	44%	51%	2.96%
2023 - 2024	.36%	.72%	42%	55%	2.0%
2022 - 2023	.36%	.72%	43%	54%	2.15%
2021 - 2022	.74%	.37%	42%	55%	2.0%
2020 - 2021	.39%	.39%	46%	50%	3.15%

Campus Demographics
Data from PEIMS Fall Collection

Ingram Middle School	Enrollment Grades 6-8	Percent Economically Disadvantaged	Percent Emergent Bilingual	Percent At Risk	Percent Special Education
2024 - 2025	268	60%	16%	49%	18.15%
2023 - 2024	278	63%	19%	50%	17.63%
2022 - 2023	279	69%	18%	57%	14.34%
2021 - 2022	269	67%	15%	52%	12.64%
2020 - 2021	254	74%	15%	58%	14.17%

Middle School Attendance Rates

2024 - 2025	2023 - 2024	2022 - 2023	2021 - 2022
*98.9%	95.7%	96%	95.7%

* as of 11/7/24

Ingram Middle School Accountability

Domains	*2024		2023	
Student Achievement	88	B	83	B
School Progress	91	A	90	A
Closing the Gaps	91	A	74	C
Overall	91	A	85	B

*Preliminary Accountability Report Card

STAAR PERFORMANCE DATA

Subject /Test	2022 Approaches/ Meets/Masters	2023 Approaches/ Meets/Masters	2024 Approaches/ Meets/Masters
6th Reading	80/53/35 = 56	79/58/18 = 52	75/59/24 = 53
7th Reading	88/50/37 = 58	83/52/27 = 54	80/47/25= 51
8th Reading	97/72/28 = 66	95/60/14 = 56	97/73/16 = 62
6th Math	88/51/20 = 53	83/43/13 = 45	80/46/16 = 47
7th Math	69/31/12 = 37	73/43/7 = 41	63/59/9 = 36
8th Math	88/54/18 = 53	93/52/6 = 50	88/72/23 = 61
8th Algebra	100/97/92 = 96	100/84/45 = 76	98/84/53 = 84
8th Biology	97/72/28 = 66	95/60/14 = 56	97/73/16 = 62
8th Social Studies	70/21/10 = 31	79/42/15 = 45	80/48/24 = 51

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

Academic Needs:
- In depth training to reconstruct our AVID program by facilitating teachers and directors with the most current training and best practices. Including the visitation of AVID campuses that are using these programs with fidelity.

- Rotations of targeted interventions during Pathways. ELAR, Math, Science and Social studies weekly targeted small group interventions will be data driven groups that target students under performing on formal assessments and data points.

- iReady diagnostic implementation to determine baseline academic readiness. iReady used to help facilitate intervention, instruction and assessment of English language arts classes and assistance to boost reading levels .

- Frequent checkpoints focused on campus growth and increased monitoring of student, classroom and content area growth.

- Focused and intentional writing intervention through Warrior Room time as well as silent and sustained reading (DEAR and WAC)

- Daily support of low readers and struggling language learners through the ARC program on a daily basis within pathways. These individualized interventions will assist early English learners as well.

- Implementation of GT program community outreach projects that connect learning with project based initiatives within our community.

- Provide accelerated instruction to students outlined in HB4545

- Targeting hispanic student population with reading and math intervention to show growth, academic achievement, and overall student success. Interventions will include utilization of new staff, intensive one on one instruction with new staff and emerging bi-lingual students, and including iReady program, lexia, Paypa and Summit K-12 for emerging bi-linguals.

- Implementation of Summit K-12 to give E.B additional resources to increase reading levels and acquisition of English language skills.

- Our campus focus needs to continue to be growth centered. Tracking and adjusting for each student's growth every 3 weeks through aligned assessments to increase our percentage of approaches, meets and masters to obtain our goal. Data indicates that the depth and complexity of the TEKS addressed in the curriculum, resources, and instruction needs to be increased to meet or exceed state expectations. Teachers need support in understanding the TEKS/SEs that govern their specific content area. The rigor of Tier 1 instruction needs to be increased to mirror the complexity of the TEKS. Use of TEKS resources, TEKS guide, and Lead4Ward will continue to be implemented.

- Continuing to create assessments that align to the rigor of STAAR. Lessons should build toward success on these higher expectations.

- Implementation of AVID resources (COSTA) and Seidlitz strategies that provide practice for high level questions (COSTAs) across all grade levels.

- Data from aligned assessments needs to be analyzed immediately to drive instruction and activities.
- Disaggregate the data by sub-groups to determine effectiveness in meeting the needs of historically underserved student populations, especially those identified in the Targeted Improvement Plan.

- Data indicates that there are still weaknesses across the content areas. Time for scaffolding and reteaching needs to be provided for struggling students. Targeted instruction will be provided through a flexible elective period.

- Writing needs to remain an area of focus. This will be a focus across content areas. There will be ongoing communication between writing teachers and other content teachers.

- Continue to analyze new STAAR question types and expectations for written responses

- Reading is a continued area of focus.
  o Continued implementation of a reading program that identifies and addresses gaps in reading while increasing fluency (ARC).
  o Vertical alignment will assist students transition from one grade level to the next seamlessly improving academic achievement.
  o Implementation of a Dyslexia program to support those identified as dyslexic and fill gaps.

- Because of dual coding, success in social studies and biology depends heavily on higher level reading skills (i.e. inferencing, summarizing, and main idea) and the ability to interpret embedded graphics and charts. Student

achievement in both disciplines would increase if reading skills were integrated. Students require additional exposure to primary source text and a variety of graphics. Depth of understanding would increase with embedded writing assignments.

- Implement 1-1 technology with chromebooks being issued to every middle school student.

Retention of Highly Qualified and Effective Teachers:

- Provide funding for teachers and administrators to acquire additional certifications.

- Continue to focus on supporting a climate and culture that exceeds teachers expectations.

- More frequent opportunities for team building camaraderie and opportunity to build relationships.

- Provide time for departmental planning, professional learning committee meetings, and student assistance teams.

- Strive to continue to recruit, hire, and retain high quality teachers with high standards of ethical behaviors.

- Create opportunities to send teachers and administrators to professional development to increase effectiveness.

- Shift focus on staff development to provide more opportunities, in house, for lead teachers to share with peers, create mentorships and provide assistance..

- Implement T-TESS with fidelity across the campus.

Connect High School to College and Careers:

- Offer TSI for 8th grade students, to help increase high school students' participation in College Entrance Exams. Provide specific times for TSI preparation through AVID curriculum.

- Implement resources for students to prepare for transition into post-secondary college and/or career through pathways programs and guest speaker presentations.
- Continuation of Where You Going Wednesday theme day for the campus students and staff to wear college, career, military and trade attire. Photos are taken and posted to social media and the IMS website.

Campus and Community:

- Involvement of community organizations such as FCA, Younglife, and FUMC mentors to visit and speak to students about healthy life choices.
- Opportunities provided weekly for community members to speak to the student body regarding career opportunities and experiences.
- Continuation of the mentoring program.
- Maintain and improve facilities to keep safety a priority.
- Provide students and families with supplies needed to ensure success. Provide access to clothes closet, blessings in a backpack, personal hygiene, and constant observation of students in need.
- Continue building our student benefits account by seeking donations and fundraising.

Promote a Safe Environment:

- Implementation of drug awareness and decision making program "Too good for drugs" brought to us by the San Antonio council of alcohol and drug awareness.(SACADA). Red ribbon week presentation
- Implement a "worth the wait" program to increase personal awareness and increase sound decision making for all students.
- Organization of our IMS threat assessment protocols to ensure clear and concise procedures to aid in the investigation of threats on our campus.
- Utilize the Ring Security System at campus entrances
- Utilize TCHATT (Texas Child Health Access Through Telemedicine) counseling services when they are necessary to ensure student mental health.
- Training and professional development for staff on sanitation and minimizing spread of infectious disease
  - Cleaning supplies to sanitize and clean facilities
  - Hand sanitizer
- Maintain the School Marshall Program and Stop The Bleed Training for all IMS staff
- Provide staff development to promote student healthy lifestyle
- Access to an AED on the I.M.S campus. along with an on campus response team.
- Implementation of 212 Warrior Way - a school wide character program.

Title 1, Part A:

School- wide Components--

1. A comprehensive needs assessment of the entire school (including taking into account the needs of migratory children as defined in section 1309(2)) that is based on information which 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 literary services.
7. Applies to Elementary Campus only.
8. Measures to include teachers in the decisions regarding the use of academic assessments 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.
9. 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.
10. Coordination and integration of 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.

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Goal 1 Maximize Student Achievement

Students taking STAAR/EOC assessments will achieve a score greater than 60 in Domain I and meet or exceed the state standard for Domains 2 and 3 while increasing the number of students at the Masters and Meets level

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 decisions to strengthen core academic programs	Principal	On-site Data training; Lead4Ward Local Resources	Analysis of Data at PLC Meetings	Increase STAAR/EOC scores	#2, 4
Continue to Implement AVID classes as well as WICOR strategies for all middle school students to support core instruction	Principal District Director Asst Principal AVID Teachers	AVID Training My AVID Site	Master Schedule AVID Walks	AVID Meetings Walk through Data	#2, 4, 9
Provide resources and training to teachers to strengthen knowledge in their content area	Principal Teachers Department Leads	Local Funds Lead4ward Field Guides	Training certificates	Aligned lesson plans and test Walkthrough Data	#2, 3, 4
Hold data meetings to review 6 weeks and Benchmark data to identify gaps, and drive instruction and interventions	Principal, Teachers	CRS, AWARE, SLOs, Growth Trackers	Data meeting agendas, data charts	Assessment Results STAAR Results	#2, 3, 4, 9
Continue to provide intervention through Pathways and online instructional programs to fill in gaps in learning	Teachers Principal	i-Ready Progress Learning	Program Usage Reports Pathways Schedules	Assessment Test Daily Grades STAAR Scores	#2, 3
Provide professional development addressing the needs of EB and Sped Student	Dir of Sped Asst. Supt. Campus Admin	Region 20, ESL for Emergent Bilingual,	Decrease in Tier 2 and Tier 3 students, Increase in number of students at Meets/Masters level	Progress monitoring data, RtI Data, assessment results, TELPAS data, Lesson plan documentation STAAR	#2, 4, 8, 9

Goal 1 Maximize Student Achievement

Students taking STAAR/EOC assessments will achieve a score greater than 60 in Domain I and meet or exceed the state standard for Domains 2 and 3 while increasing the number of students at the Masters and Meets level

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	TITLE 1 School-wide Components (Code by #)
Continue to focus on writing across content areas by implementing Seidlitz strategies and increased opportunities during the school day	Campus Admin ESL Teacher	Local Funds Seidlitz Training	Training certificates, Walkthroughs, Lesson Plan Documentation	Writing Samples Increased writing scores	#2,9
Continue to implement Summit K-12 online diagnostic program, Lexia, and Papaya to improve language acquisition and student performance on the TELPAS	Director of Special Programs Campus Admin ESL Teacher	Region 20 ESC	Implementation Plans and Usage Reports	Advancement in Language Proficiency, Progress Monitoring, benchmarks, TELPAS, STAAR	#2, 6, 7, 8
Provide time for GT instruction and for identified students to collaborate together while working on project based learning	Principal GT TEacher	Region 20	Master Schedule Walkthrough visits	Projects	#2, 6
Development and implementation of campus library	Campus Principal Staff	Local Funds	Teacher Sign up list, # of checked out materials	Student usage # of checked out materials	#1, 2
Teachers will maintain ongoing Curriculum Alignment	Principal Asst. Principal Teachers	Team Meetings; PLC	Team Mtgs; Lesson Plans and Aligned Assessments	Progress Monitoring Report	#2, 8

Goal 1 **Maximize Student Achievement**

Students taking STAAR/EOC assessments will achieve a score greater than 60 in Domain I and meet or exceed the state standard for Domains 2 and 3 while increasing the number of students at the Masters and Meets level

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	TITLE 1 School-wide Components (Code by #)
Provide small group targeted instruction for Reading Comprehension and Dyslexia services to SPED students	Campus ADMI, Dir. of SPED SPED Teachers	Reading by Design i-Ready Comp ED Funds ARC program	Student Schedules, Individualized Education Plans	Improved Reading Fluency IEP progress Improved Reading Scores	#2, 3,9

Goal 2 **Implement 21st Century Learning Skills and Connect High School to College and Military**

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Continue to promote "Where you going Wednesday", and have students discuss their goals and future opportunities with college, career, and military awareness	Campus Principal and Teachers	Daily Announcement Reminders, Social Media Post	Pictures of student and staff participation posted on Social Media	Increased number of students participating in the event	#1,2
Continue to provide TSI Prep and TSI testing at no cost to 8th grade students	Principal Assistant Principal, Counselor Teachers	Accuplacer Online Prep Work	Lesson Plans Testing Schedules Student Testing Results	Increased scores on TSI testing	#2, 9,10
Continue to provide AVID classes for all middle school students to prepare them for note taking skills and organize and for high school /college classes	Principal District Director, Asst Principal AVID Teachers	My AVID	Master Schedule	Overall increase in student organizational skills and	#2,4

Goal 2 Implement 21st Century Learning Skills and Connect High School to College and Military

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
College Visits for 8th graders to learn about opportunities of higher education	Principal AVID District Director and Teachers	Local Colleges Schreiner / UTSA	Calendar of Events, Field Trip Agendas	Trip Attendance Rosters and Feedback from staff and student	#6,9
Continue to promote academic UILe events	UIL Coordinator Campus Principal UIL Teachers	Local Funds	Schedule of UIL practice and competition events	UIL Competition Results	#1, 2
Throughout the year, invite guest speakers from the community to inform students about the knowledge of various future career opportunities and /or areas of interest	Principal Asst. Principal AVID Teachers	Community Members	Sign in Sheets Schedule of Speakers	Increased number of students participating in the event and taking an interest by asking questions	#1, 2
Host a Career Day where local community members present information about the knowledge of various future career opportunities and /or areas of interest	Principal Asst. Principal AVID Teachers	Community Member Support, Business Partnerships	Sign in Sheets Schedule of Speakers	Feedback and Debrief	#1,2

Goal 3 Ingram Middle School 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 Resources	Agendas and Sign-in Sheets	Improved Communication and alignment within and between campuses	#4

Goal 3 Ingram Middle School will Increase Leadership Effectiveness

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
On-going administrator training: TTESS, TASSP, TAC	Admin	Local Funds	Campus cohesiveness; Improvement	T-PESS Annual Evaluation	#4
Provide leadership opportunities with specific goals	Principal	Local Resources	Scheduled meetings / Sign in Sheets	Stated Goals being achieved	#4, #8
Participation in Higher Education Program	Principal	Lamar University	Course Schedule	Completion of Program	#4

Goal 4 Ingram Middle School will increase Learning Time

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Continue Pathways period to include test prep, HB 1416 (formerly HB4545) accelerated instruction, remediation, and college and career exploration	Principal Asst. Principal Counselor Teachers	Local Funds	Master Schedule	Progress tracking, Walkthroughs	#2, 4
Master Schedule will maximize instructional time	Campus Administrators Counselor	TxEIS	Walkthroughs, Percent of Down Time Individual Student Schedules	Master Schedule	#2
Increase Student Attendance / decrease tardiness by implementing attendance incentives	Campus Administrators Counselor	TxEIS	Attendance Reports, Attendance Board	Increased Attendance Rate & Decreased Number of Tardies	#2

Goal 5	Ingram Middle School will Increase Family and Community Engagement.					
Strategies and Action Steps	Person(s)	Resources	Evidence of Implementation	Evaluation	Schoolwide Components
Continue to increase participation of parents and community members in the Site- Based decision making process	Campus Leadership Team, Campus Administrators Counselors	Parents and Community Members	Sign in Sheets	Increase in number of parent and community member participation	#6
Continue to increase number of parent volunteers on campus	Campus Administrators Counselors	Parents and Community Members	Sign in Sheets	Increase in number of parent and community member participation	#6
Continue to increase communication between school and home in both Spanish and English	Campus Administrators Technology Director	Remind, Campus Website, Group Me, Call outs	Schedule of Events	Improved Communication	#6
Host FBI Parent Night educating parents about the online safety	Campus Administrators Counselors	FBI Agents	Sign in Sheet Schedule	Increase in number of parent and community member participation from last year	#6
Continue to provide support for student organizations: Student Council and NJHS	Campus Administrators Counselors Teachers Sponsors	Local Resources Activity, Accounts, Parent and Community Volunteers	Student membership in organizations	Student participation in organizations	#6
Host a Career Day	Campus Administrators Counselor AVID Teachers	Parents and Community Members	Sign in Sheet Schedule	Evaluation of the program	#6
Update teacher pages on campus website	Teachers	Internet	Teacher pages created	Maintenance of Web Pages	#6, 10

Goal 5   Ingram Middle School will Increase Family and Community Engagement.

Strategies and Action Steps	Person(s)	Resources	Evidence of Implementation	Evaluation	Schoolwide Components
Maintain a friendly campus website which includes a comprehensive calendar	Director of Technology Campus Secretary Principal Media Specialist	Internet, Technology Resources	Updated district webpage	Actions prompted by suggestions	#6, 10
Host Middle School Showcase	Campus Administrators Teachers	Local Resources	Calendar Event	Sign In Sheets	#6
Host AVID Parent Night	Campus Administrators AVID Teachers	Local Resources	Calendar Event	Sign In Sheet	#6

Goal 6   Ingram Middle School will Improve School Climate

Strategies and Action Steps	Person(s)	Resources	Evidence of Implementation	Evaluation	Schoolwide Components
Celebrate and recognize student and staff achievements highlighting individual achievements, birthdays, and accomplishments monthly on social media and Campus Website	Campus Administrators Teachers	Social Media Channels Campus Web Site Local Media	Social Media Posts Employee Survey	Increase in number of postings Improved Staff Morale	#6
Continue to work with PTO for Teacher/Staff Appreciation Days	Campus Administrators PTO	Community	Meals Treats	Improved Staff Morale	#6

Goal 6 Ingram Middle School will Improve School Climate					
Strategies and Action Steps	**Person(s)**	**Resources**	**Evidence of Implementation**	**Evaluation**	**Schoolwide Components**
Implement a campus wide positive behavior initiative "212 Warrior Way"	Campus Administrators Counselors Teachers	PTO Local Funds Donations	Student Tickets Student Prizes	Decrease in Discipline Referrals Increase in Student Pride	#2, 6
Campus Hospitality Committee will meet to plan special days and develop activities for the staff to raise morale	Counselor Principal Committee Members	Local Funds	Sign in Sheets Agendas	Meeting Notes	#6
Continue to recognize Campus Students of the month	Campus Administrators Counselors Teachers	Student Pics	Students recognized on Social Media and campus boards	Improved Student Pride	#6
Encourage School pride—t-shirts, positive calls home acknowledging student accomplishments	Campus Administrators Counselors Teachers	Community Local Funds	Positive Climate	Teacher, Student, Parent Feedback	#6, #2
Student and staff recognition that is tied to our positive behavior initiative "212 Warrior Way" and "Wise Warrior"	Campus Administrators Counselors Teachers	Monday Announcements	Walkthroughs Warrior room	Results of walkthroughs, Student tickets, Improved Student Behavior Improved Staff Morale	#2

Goal 7 Ingram Middle School 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

Goal 7 Ingram Middle School will Increase Teacher and Administrator Quality

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
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
Provide Professional Development opportunities on campus to ensure innovative, effective research based teaching strategies are utilized (i-Ready, Siedlitz, Lead4ward)	Asst.Superintendent Campus Principal Director of SpED	Region Professional Development	Increased Student Achievement	Curriculum Aligned Assessments STAAR	#2, 3, 4
Continue providing new teachers with experienced mentors	Principals Mentor Teachers	Local Resources	Improved morale of new teachers	New Teacher Retention and Success Rate	#5
Continue recruitment and retainment of highly effective Teachers and Staff	Principals	Job Fairs, teacher cert programs, advertised on specialty boards	Fully staffed by Highly Effective Teachers	Retention Rates STAAR/EOC/Aligned Assessments	#5
Retain quality teachers with TIA funds	District and Campus Administrators Teachers	Texas Tech TEA	SLO T-TESS Growth Data	T-TESS Growth Data	#4, 5
Assist teachers and administrators by providing continuing education opportunities including refunding the cost of successful completion of TExES exams	Principals Director of HR	Local Funds	Certificates of completion and additional certifications	Certificates of completion and additional certifications	#3, 4

Goal 8: Ingram Middle School will Promote a Safe Environment.

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Medical training for campus staff (first aid/choking, diabetes)	District and Campus Nurse	Local Resources	Training scheduled	Sign in sheets	#8

Goal 8: Ingram Middle School will Promote a Safe Environment.

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Provide Mental Health awareness training to staff	Counselors Asst. Superintendent	Local Resources	Informal building/ground observations	Periodic evaluation of buildings and grounds	IISD Board Goal #5
Provide training for staff in recognition and prevention of bullying, cyberbullying, child and sexual abuse, suicide prevention, drug awareness, and conflict resolution training for students	Asst. Superintendent	Local ResourcesSHAC Committee Eduhero	Safer Educational Environment	Sign in sheets Data from Eduhero	#10 IISD Board Goal #5
Continue 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
Exterior and Interior building/grounds maintenance will occur on a continual schedule	Director of Maintenance Chief Financial Officer Principals Maintenance and Custodial Staff	Local Resources 0202 Help Desk	Informal building/ground observations	Periodic evaluation of buildings and grounds	IISD Board Goal #5
Technology infrastructure will be continually updated to meet the needs of the students	Director of Technology Director of Maintenance Director of Finance	E-Rate 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

Goal 8: Ingram Middle School will Promote a Safe Environment.

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Host Stop the Bleed Training and refresher for all staff	Nurse with assistance from Local EMT's	Local Resources	Increased teacher awareness	Sign in sheets	#9
Train staff with safety drills, I Love U Guys, 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	Campus Administrators Office Staff	Local Funds	Google Doc, School Pass	Safety Audits	#8
Continue use of the Catapult system for all drills/panic button requirement.	Campus Administrators Staff	App	Catapult online system	End of Year Evaluation	#8
Utilize drug dogs to randomly conduct campus searches	Campus Administrators	Local Funds	Regular visits from dog handling agency	Outcome of visits	#10
Random drug testing of students involved in extracurricular activities	Campus Administrators	Local Funds	Document visits	Reduced number of positive tests	#10
Improve campus mapping and add exterior/anterior door numbering to comply with safety requirements	Admin IISD Police Dept Maintenance	Safety Funds	Completed implementation	End of Year Evaluation	#8
Campus Safety Committee will meet regularly to review concerns across campus	Asst. Principal Committee Members	Local Funds	Sign in Sheets Agendas	Committee Notes	#10

Goal 8: Ingram Middle School will Promote a Safe Environment.

Strategies and Action Steps	Person(s) Responsible	Resources	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Assess and Increase number of Security Cameras as needed	Superintendent, Tech Director	Local Funds	Camera Lists / Campus Maps	Inventory of Cameras	#10
Utilize ring doorbell system and Raptor program for entrance of all visitors	Campus Principal Asst. Principal Front Office Staff	Local Funds	Daily Monitoring of doorbell and Raptor Printouts	Inventory of both systems	#10

Goal 9: Ingram Middle School 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
Continue to manage local, state, and federal funds allocated in budget	Principal	Local, Federal, State Comp, and Career and Technology Resources	Monthly financial reports Budget worksheet	Superior FIRST Rating	#6
Determine the training needs of the staff and resources needed to enhance curriculum	Principals Teachers	Student Projection Staffing	Training Certificates	Staffing Ratios	#6