



Ingram Middle School Campus Improvement Plan 2023– 2024

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.

2023-2024 Board of Trustees

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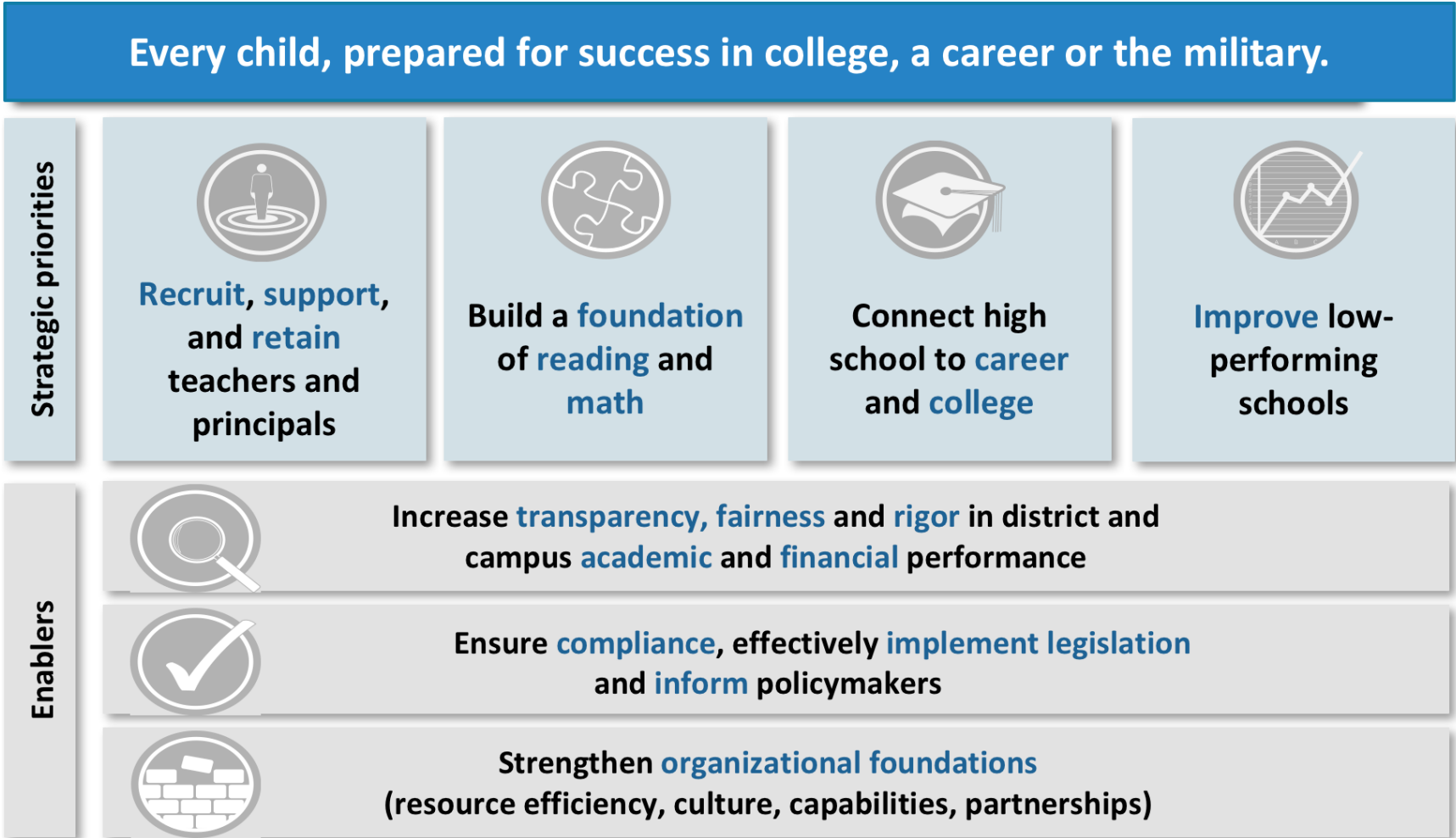
Campus Administration

Rick Sralla, Principal
Kayla Casey, Assistant Principal
Keely Vanacker, Counselor

Campus Site-Based Decision-Making Team

Rick Sralla, Administrative Representative
Kayla Casey, Administrative Representative
Kay Neuse, Teacher Representative
George Dixon, Teacher Representative
Amber Carpenter, Parent Representative
Tonya Duncan, Non-Teaching Staff Member

Texas Education Agency Goals 2018 - 2024



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 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.

Ingram ISD Board Goals 2023-2024

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 2023-2024

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 promote personal protection and a safe campus environment.
4. Ingram Middle School will retain, support, and recruit quality staff.
5. Ingram Middle School will promote the involvement of parents and community in each student's education.

COMPREHENSIVE NEEDS ASSESSMENT SUMMARY- SCHOOL-WIDE COMPONENT 1

SCHOOL YEAR: 2023-2024

Improvement Planning Data

District goals

TEA Strategic Priorities

Prior year's district improvement plans

Prior year's campus improvement plans

TEA COVID 19 Resource Page

Accountability Data

Texas Academic Performance Report (TAPR) data

STAAR/EOC Accountability Summaries and Data Reports

TXSchools.org

Accountability Distinction Designations

PBMAS data

Results Driven Accountability Data

PSAT assessment data

Local benchmark or common assessments data

TELPAS Components

Student Data: Behavior and Other Indicators

Completion rates and/or graduation rates data

Annual dropout rate data

Attendance data

Mobility data

Employee Data

Staff surveys and/or other feedback

Highly qualified staff data

Campus Demographics

Ingram Middle School	Enrollment	Percent Economically Disadvantaged	Percent English Language Learners
2023-2024	279	62.2%	19.06
2022-2023*	279	69%	18%
2021-2022	267	65%	14%
2020-2021	254	74%	15%
2019-2020	296	70.9%	15.5%
2018-2019	273	76.6%	13.9%
2017-2018	243	68.7%	9.9%
2016-2017	211	64.0%	7.6%
2015-2016	209	68.9%	8.1%
2014-2015	196	65.8%	6.1%

***As of 11/7/2024**

	Enrollment	African American	Asian	Hispanic	White	Two or More	Special Education
2023-2024*	279	.36%	0.72%	43%	54%	1.8%	14.34%

State Accountability summary comparison

	2018-2019	2020-2021	2022-2023	
Overall	79	*	87	
Student Achievement	77	*	85	
STAAR Performance	46	48	83	
School Progress (Better of the Two)	86	*	90	
Academic Growth	64	*	70	
Relative Performance (Eco Dis)	46	48	68.5	
Closing the Gaps	15	*	72	
Grade Level Performance	31	*		
Academic Growth	NA	*	70	
English Language Proficiency	0	*	0	
Student Achievement	62	63	85	

STAAR PERFORMANCE DATA

STAAR PERFORMANCE	2020-2021	2021-2022	2022-2023
APPROACHES	78%	74%	85%
MEETS	46%	46%	54%
MASTERS	19%	19%	18%

Analysis of 2022-2023 data has identified the following needs –

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.
- Weekly 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, and summit k12 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.
- Reading is a continued area of focus.
 - Continued implementation of a reading program that identifies and addresses gaps in reading while increasing fluency (ARC).
 - Vertical alignment will assist students transition from one grade level to the next seamlessly improving academic achievement.
 - 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 (ie 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 daily time for departmental planning time, 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 Ya' Goin' 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:

- Promote programs such as our ESL and GT programs through family events such as "Bingo night", "trivia night", "Noche de las estrellas" stem night
- 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 while attending. "What I Need" boards in both hallways, 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 for all 6th grade students 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 TCHAT (Texas child health access through telemedicine) counseling services when they are necessary to ensure student mental health.

- Provide measures to mitigate the viral spread of COVID-19:
 - Training and professional development for staff on sanitation and minimizing spread of infectious disease
 - Cleaning supplies to sanitize and clean facilities
 - Hand sanitizer
 - Ring Security System at campus entrances
 - 8th Grade Promotion expenses

- 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 Eduguide schoolwide mentoring program to connect every student with an adult.

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.

Goal 1: Maximize Student Achievement: Students taking STAAR/EOC assessments will achieve a score \geq 60 in Domain 1 and meet or exceed the state standard for Domains 2 and 3 while building a solid foundation of literacy and numeracy.

Performance Objective 1: Utilize data from TEKS aligned assessments to drive instruction to increase student achievement

√ =Accomplished

C =Considerable

S =Some Progress

N =No Progress

X =Discontinue

Strategy Description	Resources	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Review		Title I School-wide Component
				Jan	Apr	
Develop campus instructional leaders with clear roles and responsibilities. Including departmental and grade level leads.	AWARE Lead4Ward TCMPC TEKS Guide Interim Assessments	Asst. Supt. Campus Admin Dept. Leaders	Weekly attendance by admin. and review of agenda and minutes			2,4
Provide resources such as TEKS Resource System to support teachers with TEKS study and the creation of aligned assessments	Comp Ed Local Funds Field guides Lead4ward	Asst. Supt. Campus Admin	Aligned lesson plans and tests			2, 3, 4
Curriculum writing and alignment of scope and sequence by grade level and by content to ensure alignment	AWARE Lead4Ward TCMPC TEKS Guide Interim Assessments	Asst Supt Campus Admin	Weekly review of lesson plans and scope and sequence			2
Review 3 week, 6 week, and benchmark assessments to ensure alignment with TEKS and track student progress by student population groups for Targeted Improvement Plan tracking	TEA released questions, TCMPC, Interim Assessments, teacher created	Campus Admin Dept. Leaders	PLC Meetings			2, 3, 4, 9
MTSS/PLC/data meetings to review data, identify gaps, and drive instruction and interventions	AWARE Data Field Guides Engaging Activities	Campus Admin Lead Teachers	Sign in Sheets and Agendas			2, 3, 4, 9

Embed planning days into the calendar during the school year and summer for teachers to plan quality, aligned Tier 1 instruction and review and revise assessments.	TEA released questions, TCMP, teacher created, blueprint	Asst. Supt. Campus Admin Dept. Leaders	Utilization of curriculum days and earned off days during the summer			2, 3, 4
Implement AVID classes for all Middle School students	Comp Ed AVID Training to implement coursework and strategies	Asst. Supt. Campus Admin	Master Schedule			2,4

Performance Objective 2: Build a solid foundation of Literacy and Numeracy

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Strategy Description	Resources	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Review		Title I School-wide Component
				Jan	Apr	
Continue to offer reading program to grades 6-8 which identifies specific and actionable data on individual students	iReady Comp Ed American Reading Company	Campus Admin	Online Progress Monitoring component of ARC			2, 3, 9
Provide instructional paraprofessionals to support student success	Title Funds Comp Ed	Campus Admin	Student Growth though Benchmarks			2, 9
Continue focus on writing across content areas by implementing Seidlitz strategies and increased opportunities during school day.	Title Funds Local Funds Region 20 (Boyd) T-TESS Goal	Campus Adm	Writing Samples Rubrics WAC time			2, 9
Continue implementation of AVID WICOR (writing, inquiry, collaboration, organization, and critical thinking) strategies across all classes	AVID Comp Ed	Asst. Supt. Campus Admin AVID trained teachers	Writing samples, Student binders, Student planners			2, 9

Student Assistance Teams (SAT) meet once per six-weeks to discuss methods to meet students where they are to ensure student success	Local Funds	Campus Admin	Student success due to implementation of best practices			2, 8, 9
Assessing below grade-level gaps with targeted lessons through an engaging online platform	MATHia- State Funds (1 year of 2)	Campus Admin Math Teachers	Progress Monitoring Component of Program			2, 9
Assessing below grade-level gaps with targeted lessons through an engaging online platform	iStation- Pilot free until February	Campus Admin ELAR Teachers	Progress Monitoring Component of Program			2, 9

Performance Objective 3: Close Achievement Gaps for All Student Populations including those identified in Targeted Support

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Strategy Description	Resources	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Review		Title I School-wide Component
				Jan	Apr	
Daily interventions with struggling readers and limited English learners.	ARC program K12 summit iReady Lexia	Campus admin. ESL Teacher	increase in ELAR data points and assessments			2,9
Address hispanic sub-population reading remediation and intervention through intentional lessons focused on reading skills.	Title Funds Imagine Learning iReady Lexia K12 summit Progress Learning	Asst. Supt. Campus Admin ESL Teachers	Overall growth in reading STAAR Check point test			2, 9

Employ staff to support special ed	Title Funds Comp Ed Local Funds	Supt. Asst. Supt Campus Admin	Increase in Sped scores on local and state assessments			2, 9
Implement LAS Links to identify ESL students and determine placement	Local Funds	Asst. Supt	Students identified using assessment			2
Utilize LAS Links online language literacy testing to track EL growth in areas of Listening, Speaking, Reading, and Writing	Application for Pilot Program Participation LAS Links	Campus Admin	Advancement in the Language Proficiency			2, 9
Provide small group targeted instruction for Reading Comprehension and Dyslexia services to SPED students during the elective period	Comp Ed ARC Reading By Design iReady	Dir. Of SPED Campus Admin SPED teachers	Increase in SPED scores on local and state assessment			
Provide professional development addressing the needs of EL and Sped Students	Title Funds Local Funds Materials from training(s): AVID, Seidlitz, and Region 20 EL Coaching	Dir of Sped Asst. Supt. Campus Admin EL/SPED teachers	Increase in Sped & ELL scores on local and state assessments			2, 3, 4,

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

√ =Accomplished

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X =Discontinue

Strategy Description	Resources	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Review		Title I School-wide Component
				Jan	Apr	
Continue to expand 1-1 Technology capabilities within classrooms (all 6th-8th grade students will be 1-1)	Title Funds Local Funds Comp Ed	Dir of Tech Supt/Asst Supt Campus Admin	Number of devices used on a daily basis			2,9

Update classroom technologies such as projectors, interactive boards, document cameras, etc	Title Funds Local Funds Comp Ed	Dir of Tech Supt/Asst Supt Campus Admin	Inventory of technology			2
Pathways electives to focus on and expose students to various career paths	Master schedule Local Fund	Campus Admin Pathways Teachers	Students identifying careers of interest after exposure			2,4, 5
Speakers from Community addressing students to expand their knowledge and exposing them to various future career opportunities and/or areas of interest	Parents and Community Members	Campus Admin Teachers	Scheduled weekly speaking engagements			1, 2
Themed "Where Ya Goin Wednesday" to encourage students to consider future opportunities with college, career, and military awareness	Social Media posting Daily announcement reminders	Campus Admin Teachers	Increased number of students that participate in the weekly event			1, 2
Continued AVID classes for all middle school students	Comp Ed AVID training to implement coursework and strategies	Asst. Supt MS Admin	Master Schedule			2, 4
AVID Digital XP training for all middle school teachers, AVID paraprofessional, and administrators	Local Funds Comp Ed	Asst. Supt. MS Admin	Certificates of Completion			3
Provide TSI Prep and TSI testing at no cost to 8th grade students	Local Funds Comp Ed IXL Program	Asst. Supt. Campus Admin	Increased scores on TSI			9, 10
Expand Programs of Study to include Health Science for the 2020-2021 academic year by securing staff, curriculum, and equipment	Federal and local funds	Supt/Asst Supt CFO Dir of CTE	Teacher hired and curriculum purchased during summer of 2020			2, 10

Goal 3: Promote Personal Protection and a Safe Campus Environment

√ =Accomplished

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X =Discontinue

Strategy Description	Resources	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Review		Title I School-wide Component
				Jan	Apr	
Provide training for staff in recognition and prevention of bullying, cyberbullying, child and sexual abuse, suicide prevention, ethics and dating violence, trauma informed/grief training and Stop the Bleed	Staff Dev Eduhero Local Funds SHAC	Asst. Supt Campus Admin	Sign in sheets Data from Eduhero			10
Exterior and Interior building/grounds maintenance will occur on a continual rotating schedule	Local Funds Eduphoria Help Desk	Director of Maint CFO Principals	Periodic evaluation of grounds			10
Community Eligibility Provision at all campuses	Federal Funds Nutri-kids	CFO Food Service Coordinator	Campuses qualifying for program			10
Train and appoint school marshals utilizing Texas Commission on Law Enforcement standards	Local Funds, Campus Admin	IPD, District and Campus Admin	Qualified and trained marshals assigned			10
Utilize Drug Dogs to randomly visit campus to search	Local Funds	Campus Admin	Regular visits from dog handling agency			10

Assess and Increase number of Security Cameras as needed	Local Funds	Supt. Tech Director	Inventory of Cameras			10
Safety and Security Committee—Districtwide	Local Resources Local Law Enforcement	Supt. Dist. Marshals	Systematic plan to review and improve existing practices			10
Campus Threat Assessment Committee	Local Funds	Supt. Dist. Marshals Campus Admin	Sign-in sheets and agendas			10
Random drug testing of students involved in extracurricular activities	Local Funds	Supt. Campus Admin	Document visits			10
Provide safety training for all campus staff	Standard Response Protocol Stop The Bleed KPD/KEMS	Supt. Asst. Supt. Campus Admin	Organized response for drills with reduced times Decreased panic/chaos			10
Provide Protective Equipment for staff, students and facilities	Federal, State and local funds	CFO Superintendent Operations Director	Evidence of equipment in place			10
Implement eduguide mentoring program to ensure student safety and wellbeing	ESSER Eduguide	Campus Admin All IMS staff	Weekly monitoring Mentor and check ins with students EOY assessments			10

Goal 4: Recruit, Support, and Retain Teachers and Administrators

√ =Accomplished

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Strategy Description	Resources	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Review		Title I School-wide Component
				Jan	Apr	
Implement Warrior Teamwork Program	Local Funds	Sup. Asst. Sup Campus Admin	60-100% of indicators met			3
Implement Teacher Incentive Allotment Program	State Funds	Asst. Supt Campus Principals	Number of teachers who meet criteria			5
Training from EL, SPED, and AVID education staff at faculty meetings sharing research based instructional strategies	Local Funds	Campus Admin EL Staff	Faculty Meeting Agendas			2, 3, 4, 9
Contract with Region 20 to provide instructional coach to support teachers with meeting the needs of EL Students	Local Funds	Asst. Sup. Campus Admin	Increased Student Engagement			2, 3, 4
AVID supervisor providing instructional support for AVID elective teachers and IMS trained staff	Comp Ed	Asst. Sup. Campus Admin	Feedback from AVID supervisor visits (two a year)			2, 3, 4
Rigorous Recruitment of Highly Effective Teachers and Staff	Local Funds Job fairs, advertise in variety of venues	HR Coordinator Campus Admin	Retention Rates			5
Continue Educator Tuition Reimbursement Program for up to 4 recipients to pursue a Master's/Doctoral Degrees	Local Funds	Supt CFO School Board	Number of applicants and recipients			5
Provide new teachers with mentors	Local	Campus Admin Mentor Teachers	New Teacher retention and success rate			5
Provide professional development opportunities to ensure innovative,	Local Funds	Asst. Supt Campus Admin Dir of Sped	Increased Student Achievement on state assessments			2, 3, 4, 9

effective research-based teaching strategies are utilized						
Administrator/instructional coach led data meetings with teachers	Local Funds Comp Ed Eduphoria TEKS Resource	Asst. Supt Campus Admin	Mastery of TEKS as evidenced by 6 wk assm/benchmarks and STAAR			2, 3, 4, 9
Recognize Teacher of the Month at Board Meetings	Local funds	Supt. Campus Admin	Board Minutes			5

Goal 5: Increase Family and Community Engagement and Improve School Climate

√ =Accomplished

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X =Discontinue

Strategy Description	Resources	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Review		Title I School-wide Component
				Jan	Apr	
Fulfill requirement to provide remote conferencing as a district.	Federal grants Local Funds	District Leadership Team	Device check-out sheets, Google Log			2, 6
Include participation of parents and community members in the site-based decision-making process	Parents and Community Members	District Leadership Team	Sign in sheets			6
Continued Warrior camp for incoming 6 th grade and transfer students to acclimate to the MS campus	Campus, team-building activities, parents, teachers, donations	Campus Admin Teachers	Feedback from families, sign-in sheets, & increased attendance			6
Publicize free parenting webinars provided through Region 20/TAGT	Region 20	Elementary Admin Spec Ed Director	Sign in Sheets			6
Connect every student to a club of interest to participate in weekly	Local funds	Campus Admin All staff	Feedback from families &			6

			increased attendance			
Annual Community Vision Forum	Campus and Community Members	Dist Ldrship	Sign in Sheets Data from Meeting			6
Recognizing Student of the Month with a medal, photo, positive phone call, and posting on website/social media.	Local Funds	Campus Admin Staff	Feedback from families & students			2, 6
Provide opportunities for parents and community members to come onto campuses within safety protocols	Campus Adm Parents Community Members	Campus Adm	Sign in sheets Campus calendars			6
Teacher appreciation lunches; community sponsored lunches	PTO, Community	Campus Admin	Campus Calendars			5