

# **Brownsville Independent School District**

## **Stillman Middle School**

### **2019-2020 Campus Improvement Plan**



# Mission Statement

Our mission is to create an environment where parents and teachers develop well-rounded students through rigorous instruction, extra/co-curricular and citizenship activities.

BOARD APPROVED: OCTOBER 4, 2018

## Vision

Our vision is to provide a structured and safe environment that promotes college readiness and inspires overall success for every student.

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# Comprehensive Needs Assessment

## Needs Assessment Overview

### Charles Stillman Middle School

#### Campus Narrative

Stillman Middle School is located in Brownsville, Texas. Stillman Middle School is one of eleven middle schools in Brownsville ISD. The campus was constructed in 2004 with one portable classroom added in the ensuing years. The main campus was originally comprised of 60 classrooms, a band and choir hall, a cafeteria, library, and a gymnasium that includes a weight room.

The student population at Stillman Middle School is approximately 1100 and serves students in grades 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup>. According to the PEIMS Data Review of our campus profile, 97.1 % of the student population is Hispanic, 38.76% are identified as At-Risk, and 84.8% are identified as Economically Disadvantaged. Many of our students are first generation Mexican immigrants, 10.6% are classified as Limited English Proficient and a majority is English/Spanish bilingual. In addition, several of our students come from homes which participate in state and federal assistance programs such as food stamps, welfare, the Women, Infant, Children (WIC) nutrition program, and subsidized housing and medical assistance.

The students of Stillman Middle School are recipients of a well-balanced curriculum. Courses are offered in every core subject area as well as fine arts, technology and Spanish. The instructional programs include academic core subjects at various levels, such as the Gifted and Talented, Pre-Advanced Placement, and College Board with the SpringBoard Curriculum Program. All students are required to meet the passing standard of the four assessments which comprise the State of Texas Assessments of Academic Readiness (STAAR).

The current staff at Stillman Middle School is comprised of 68 teachers, 4 campus administrators, 4 counselors, 4 professional support personnel, 7 non-classroom staff, and 7 educational aides. The ethnicity of the Stillman Middle School staff is diverse with 95% Hispanic and 5% Caucasian. The teaching staff is also 28.5% male and 78.5% female.

Stillman Middle School's most recent campus initiatives include the following:

1. Core Area Vertical Alignment
2. Academic Grade Level Teaming
3. TLI Grant Goals (3-5) which include:
  1. Increase the percentage of participating students who meet or exceed proficiency on the state English language arts assessments in grades 3 through 12.
  - Increase the use of data and data analysis to inform all decision making in participating districts, campuses, classrooms, and early learning

settings.

3. Increase the implementation of effective literacy instruction through Literacy Lines.
4. TLI Strategies which include: Frayer model, Cornell Notes, Charting, Quick Writes

Stillman Middle School promotes numerous student clubs and organizations. Students are encouraged to participate in extracurricular activities such as 7<sup>th</sup> and 8<sup>th</sup> Athletics, FCA, NJHS, UIL, One-Act Play, Destination Imagination, Dance Team, Cheerleading, Ballroom, band, choir, and chess.

School Namesake: **Charles Stillman**

School Colors: **Texas Orange and White**

School Mascot: **Longhorn**

School Song: **All Hail the Mighty Fighting Longhorns**

School Motto: **If You Believe It, You Can Achieve It!**

### **Annual Campus Goals**

The Stillman Middle School faculty and staff are committed to the following goals:

- College Readiness
- Students performing on or above grade level
- Full inclusion of special populations
- Continuous communication with parents
- Support and integrate 21<sup>st</sup> Century classes and enrichment activities

# Demographics

## Demographics Summary

1.
  1. After a thorough review of multiple data sources, the SBDM Committee assessed program effectiveness and determined that through the collaboration of various campus resources and community entities the following demographics areas of improvement would be addressed:
    1. Teachers will collaborate, plan, disaggregate and work with all students to improve student STAAR scores.
    2. Dean of Instruction and the counselor will work together to assist At-risk students be academically successful through tutorial and counseling sessions. The retention rate for all students was 1% and 1% for at-risk students. The drop out rate was .1% and .1% for at-risk students.
    3. Special Education students will be encouraged and challenged to read extensively and even participate in AR.
    4. Student attendance will increase through incentives, home visits, and School Messenger for students absent frequently. The attendance rate for all students was 97.66% and 97.29% for at-risk students.
    5. Stillman staff will communicate with community businesses and agencies to actively participate in school activities and support the various programs.
    6. Campus will call parents and advertise on the school marquee to increase parental involvement at meetings, school functions and in assisting with extracurricular functions.
    7. Hold and ensure significant participation at Parental Involvement meetings held in the morning. General supplies, light snacks and refreshments will be purchased as needed for meetings.
    8. Update and maintain accurate student records by ensuring that all students Nurse's Cards and Student Release are kept on file. Information from cards will assist staff to create an email contact distribution list per grade level.
    9. Parent liaison will carry out visits to parents' home soliciting their support for their children and the school in order to improve student academic success.
    10. Migrant parents will be invited and included in two yearly meetings and provided with a light snack as needed.
    11. Increase awareness to campus administrators and teachers about the benefits of a strong parent-school partnership.
    12. Increase parent and community participation in our SBDM

To best support campus efforts and meet the identified needs at the District and Campus level; activities, resources, and implementation timelines related to Demographics are set forth in all sections of the 2018-2019 Campus Improvement Plan.

## Demographics Strengths

- - **District Benchmark results indicated Stillman students scoring between 1st-3rd amongst other middle schools**

- ELL students met TELPAS passing standards
- Low ELL population less than 12%
- Low Special Education population less than 10%
- Open Door Policy for parents and community members
- Team meetings at designated times for parents to attend Tuesdays & Thursdays
- Communication with parents via telephone, email or letters
- Dress Code Letter sent in the summer
- School Website updated for parents, students and teachers
- Parent Center
- Meet the Teacher Night
- Participation in Community and Fundraiser walks
- Ceremony for Veterans by NJHS
- Open House

Demographic needs:

1. At-risk students need more assistance academically
2. Special education students need more assistance reading on grade level.
3. Increase attendance rates
4. Increase Parental involvement for At-Risk students.
5. All students raw scores in all testing areas need improvement
6. Improve the parental contact information. Update addresses with accurate information on Nurse's cards, Student Release
7. Provide Parental Involvement meetings in the morning.
8. Increase community donations and participation in activities.
9. Increase the number of parents as volunteers to assist with clerical duties, STAAR goody bag preparation, monitor during
10. Need for parent liaison mileage for home visits and refreshments for meetings.
11. Migrant will provide school supplies and clothing to students as needed.
12. Parents of migrant students will be invited and included in 2 yearly meetings and provided with light snacks as needed.
13. Increase awareness of the benefits of a strong parent-school partnership to our teachers and campus administration.
14. Increase Parental and community involvement in our SBDM Committee.

### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** At-risk students are performing below all student academic performance **Root Cause:** At-risk students need more assistance academically, socially, and emotionally.



# Student Academic Achievement

## Student Academic Achievement Summary

After a thorough review of multiple data sources, the SBDM Committee assessed program effectiveness and determined that through the collaboration of various campus resources and community entities the following Student Achievement areas of improvement would be addressed:

1. Administration, Teachers, support staff and classified staff will work to improve student scores through collaboration, tutorial, planning, professional development and focus on instructional strategies and assessments that are rigorous.
2. Stillman administration, counselors and the Alg. Teacher will work to select students that have displayed the math background to master the Algebra EOC test and achieve an EOC score above the minimum standard.
3. Teachers will plan accordingly with their departments and teams to plan lessons and activities that are challenging, relevant and incorporate and support the College Readiness TEKS for subject testing areas.
4. Supplemental materials will be purchased to aid teachers and classified staff in implementing curriculum. Calculators will be provided for students in their math classrooms. Digital recorders will be provided for the Spanish AP classes. Migrant students will be provided with school supplies as per need basis and instructional supplies (computers, software and printers in a lab) throughout the school year.
5. Student incentives will be purchased to encourage high grades and attendance for all sub-populations. Incentives will also be purchased to motivate successful completion of expectations at school for Behavior Intervention Unit students. Migrants students will be provided with clothing and hygiene supplies as per need basis.
6. General supplies will be purchased to help nurse assist students with issues that interfere with learning.
7. Stillman faculty and staff will support and participate in co-curricular activities to motivate students and celebrate their achievements. Co-curricular activities include: Destination Imagination, Brainsville, Science Fair, History Fair, Band, Choir, Athletics, Chess, UIL One Act Play, etc.
8. Substitutes needed for Professional Development, LPAC and CAMP activities.
9. Administration and Teachers will travel to receive state and/or national awards.
10. Science and History teachers will support the school-wide effort to have all students reading continuously by providing them with multiple opportunities to read.
11. Teachers need to spend time planning and organizing curriculum for STAAR Blue Prints implementation.
12. Teachers will train on how to disaggregate student test history and identify common missed objectives or identify questions that are possible STAAR questions.
13. Student raw scores will increase dramatically through teacher data disaggregation, teacher planning and emphasis on college readiness. Teachers will encourage students to attend tutorials as well.
14. Teachers will collaborate with one another to focus on preparing students for the following grade level through vertical team meetings.
15. Implementation of ELA strategies (Vocabulary instruction, comprehension instruction, disciplinary reading and engagement of texts) a. Frayer Model b. Research Based Literacy Practices c. cornell Notes d. Charting e. Professional Development on intensive interventions and research based literacy instruction and practices will be provide to teachers.
16. Physical Education teachers assess student fitness annually.

17. Teachers need to attend professional development sessions as needed/offered throughout the school year

To best support campus efforts and meet identified needs at the District and Campus level; activities, resources, and implementation timelines related to Student Achievement are set forth in core-area, At-Risk, and Migrant Education sections of the 2018-2018 Campus Improvement Plan.

6th-8th Grade All Students STAAR Summary:

Reading: 6th grade (76%), 7th grade (77%), 8th grade (91%)

Writing: 7th grade (77%)

Math: 6th grade (88%), 7th grade (77%), 8th grade (95%)

Science: 8th grade (74%)

Social Studies: 8th grade (71%)

Performance variations between all student groups:

Reading: Economic Disadvantage (82%), Hispanic (83%), White (67%), LEP (54%), Special Education (44%)

Writing: Economic Disadvantage (76%), Hispanic (77%), White (83%), LEP (45%), Special Education (24%)

Math: Economic Disadvantage (88%), Hispanic (89%), White (78%), LEP (73%), Special Education (59%)

Science: Economic Disadvantage (72%), Hispanic (73%), White (100%), LEP (51%), Special Education (37%)

Social Studies: Economic Disadvantage (70%), Hispanic (71%), White (100%), LEP (43%), Special Education (49%)

The trends identified when all students performance was compares with all student groups indicate that our At-Risk, LEP and Special Education population are scoring lower than other demographic areas.

### **Student Academic Achievement Strengths**

- **Fine Arts winners, qualifiers, recognitions in Band, Choir & Art, Dance, and Ballroom**
- **District Benchmark results indicated Stillman students scoring between 1-3 amongst other middle schools**
- **State qualifiers in History, Science, and Destination Imagination, Chess, One Act Play, Brainsville, Spelling Bee**
- **National Qualifiers for History Fair**

- **Duke Scholars for the district**
- **100% passing on Algebra EOC**
- **Dyslexia teacher and 4 core teachers (split funded) to improve At-risk achievement**
- **At-Risk Counselor**
- **Dean of Instruction**
- **Teacher Department Planning three times a week: Monday, Wednesday, Friday**
- **Team Planning time two times a week: Tuesday, Thursday**
- **Specialist for ELA, Science, Math & Social Studies**
- **District Curriculum Update Meetings**
- **Eduphoria-Aware**
- **TANGO**
- **District C & I Checkpoints**
- **Inclusion**
- **GT and Pre-AP Ongoing Compliance 100% by December**
- **Representation of at least one teacher at a District or Region One Training**
- **Region 1 Item Bank**
- **STEM Program**
- **Battle of the Books**

#### **Student Achievement Needs:**

1. After tutorials offered the 3rd week of school to all 8th grade SSI, At-Risk students who did not meet the Reading and Math STAAR performance standards and/or have been retained
2. After school, and Saturday Academies are offered to all 6th-8th grade At-Risk students to increase performance standards on ELA/Reading, math, Science, and Social Studies STAAR assessments and to improve student achievement in content areas
3. 100% of students need to be on grade level; raw scores average below 40% passing at a 70%
4. Provide student incentives and materials to encourage high grades and attendance for all classrooms and sub-populations.
5. Supplemental materials will be purchased to aid teachers in implementing curriculum.
6. A 4 day summer bridge enrichment program for all incoming 6th grade students from feeder elementary schools and students transferring is offered to help reinforce performance standards for Reading and Math STAAR
7. Provide a Migrant Teacher that can provide services during the day and provide extended day tutoring to our Migrant Students
8. Provide a lab where Migrant students may use computers, software, and a printer to complete assignments
9. Provide calculators in the math classrooms
10. Provide digital recorders for the Spanish AP class and exam
11. Increase emphasis on reading in science and history classes
12. Planning time for teachers will be extended to plan and organize emphasis of rigor on STAAR
13. Time and opportunities for teachers to disaggregate student data will be provided
14. Increase raw scores all below 70% with 70% as the passing standard

15. Vertical alignment in all core subject areas will be maintained
16. Increase availability and participation of co-curricular programs.
17. Provide instructional aide to help ELL teachers and LPAC committee with ELL services.

### **Problem Statements Identifying Student Academic Achievement Needs**

**Problem Statement 1:** At-risk Students are not performing at the same level as other sub-populations **Root Cause:** Students feel defeated before they even start in class

# School Processes & Programs

## School Processes & Programs Summary

After thorough review of multiple data sources, the SBDM Committee assessed program effectiveness and determined that through the collaboration of various campus resources and community entities the following Curriculum, Instruction and Assessment areas of improvement would be addressed:

1. The Algebra teachers will work to identify students prepared for Algebra Readiness standards in order to ensure that students are well-prepared for the rigor of the EOC Algebra class. Teachers will be ESL certified in the ELA classes in order to be able to meet the needs of ELL learners.
2. Enlist any teachers missing SIOP training to attend SIOP training.
3. Ensure new teachers attend Pre-AP institute over the summer and maintain on-going hours.
4. Stillman Middle School needs more than one COW (Computer on Wheels). The demand computers so that students conduct research, work with a computer program or complete Powerpoints is much greater than the supply of working and conducive computers. Additional desktops will provide accessibility at which computers can be used.
5. Upgrading computers will help alleviate the demand for computer time.
6. Living with Science curriculum requires the use of SRS remotes.
7. Technology demands require that a projector be set-up in the parent center, library, and cafeteria.
8. Desktops will be purchased to support the current number of desktops in the library in order to make the library a working media center.
9. Maintenance of laminating machine is updated as needed so teachers can continue posting student work, completing gallery walks, posting instructional materials and visual aids for ELLS, At-risk, special education and 504 students.
10. Again, additional student desktops will support the current student desktops available to students in their teacher classrooms and library.
11. ELL students will use additional computers to work on programs such as TELPAS online practice test.
12. Students participating in Science and History Fair will continue to have access to colored printers.
13. Projector bulbs are dying out and need to be replaced. Teachers rely 100% on projectors to deliver instruction.
14. Radios are needed to ensure safety of all campus faculty, staff, and students.)
15. Computers and calculators will provide accessibility to instructional programs that would increase student interaction and engagement in the learning process. The level of technology integration into classroom instruction by teachers and students will be increased.
16. New software that is in line with current TEKS will be purchased.
17. Professional Development will be offered by the TST for students and teachers to ensure proper integration of technology in the classroom. Teachers will be encouraged to seek professional development outside of contract hours offered by the Technology Dept.
18. Teachers will integrate the use of computers and will require a technology project from the students on a 6 weeks basis.
19. Computers will be purchased for all special education teachers on campus.
20. Campus will provide a Technology Support Teachers (TST) to support the campus in the area of instructional technology.
21. Printers are needed in each computer lab and in each teachers classroom.

To best support campus efforts and meet identified needs at the District and Campus level; activities, resources, and implementation timelines related to Curriculum, Instruction and Assessment are set forth in all sections of the 2018-2019 Campus Improvement Plan.

## School Processes & Programs Strengths

### Curriculum, Instruction, and Assessment Strengths

- **Teacher Department Planning three times a week; Mondays, Wednesdays, Fridays.**
- **Team Planning time two times a week; Tuesdays & Thursdays.**
- **District Curriculum Update Meetings**
- **Inclusion Classes Contribute to 15+ points on STAAR tests.**
- **GT and Pre-AP Ongoing Compliance 100% by December**
- **STEM Program**
- **Low teacher turnover rate**
- **100% of teachers receive their GT/Pre-AP ongoing hours by December**
- **One lab is available 90% of the day for teachers to conduct class**
- **3 COWS (Computer on Wheels)**
- **17 classrooms have a SmartBoard**
- **Teacher Newsletter every week**
- **Stillman and Teacher websites**
- **Stillman students are exposed to a variety of technology in the classroom through the use of Smartboards, document cameras and projectors. Students enjoy being able to manipulate their work and answers through use of technology**
- **Computer access for students in all classrooms**
- **Edgenuity / Science Lab**

### Needs:

1. Technology needs to be upgraded
2. COW demand is higher than availability, thus an increase in computers is needed
3. Full time TST teacher on campus
4. SRS remotes are needed for more students to be able to actively participate in the curriculum
5. Some classrooms need a document camera to have all students present technology used presentations
6. Student stations in classrooms need upgrading and more classrooms need Smartboards in order to increase technology accessibility
7. ELL students will use additional computers to work on programs such as TELPAS online practice tests
8. All Teachers will be ESL Certified
9. All content area teachers be SIOP Trained
10. New teachers missing Pre-AP Institute will be provided training in their content area
11. Algebra teachers will identify students prepared for Algebra Readiness standards for the rigor of the EOC Algebra course

12. Mounted projectors in the parent center, and cafeteria are needed to improve instruction and communication
13. Students participating in Science and History Fairs will continue to have access to colored printers
14. Maintenance and upgrade of radios to ensure safety of all campus, faculty, staff, and students
15. Increased accessibility to computers for all students
16. New software needed (license renewals)
17. Increase Integration of technology into classroom instruction
18. Instructional and general supplies need to be provided for technology teachers
19. Graphing calculators needed for students
20. Need for school nurse funding

### **Problem Statements Identifying School Processes & Programs Needs**

**Problem Statement 1:** More laptops and COWs are required to reach a 1:1 ratio of computers to students **Root Cause:** Lack of updated technology for students.

# Perceptions

## Perceptions Summary

After thorough review of multiple data sources, the SBDM Committee assessed program effectiveness and determined that through the collaboration of various campus resources and community entities the following School Culture and Climate areas of improvement would be addressed:

1. Campus staff will remove furniture that is weathered and not usable. Custodial staff will make every effort to repair and request replacement of weathered furniture and materials.
2. All campus personnel will be consistent with reporting students out of dress code.
3. Campus-wide campaign to refrain from bullying and horse playing needs to be continued.
4. Stillman staff will redirect, report and ensure students arrive to school on-time as well as to their classes. Administration will monitor the halls to ensure student safety and that students arrive to class on time.
5. Custodial staff will report all restroom problems to administration who will place work orders as needed.
6. Custodial staff will report and request work orders for water stains on ceilings and the repair of ceiling tiles as needed in order to maintain safety and cleanliness.
7. Custodial staff will monitor and report use of custodial supplies for the tutorial programs.
8. Campus staff will discuss consequences for cyber bullying during student presentations.
9. Custodial staff will paint classrooms, rooms and areas needed in order to maintain beautification goals.
10. Stillman Middle School will be supplied with a police officer, a security guard, a nurse and a nurse's aide.
11. In accordance with SACS results, Stillman Middle School administration and teachers will continue work to improve library resources and the role of the library as a media center.
12. General supplies and materials will be purchased to aid administrators, office staff and school nurse for duties such as, presentations, meetings, and daily office organization and duties.

To best support campus efforts and meet identified needs at the District and Campus level; supplies for school nurse, activities, resources, and implementation timelines related to School Culture and Climate are set forth in all sections of the 2018-2019 Campus Improvement Plan.

## Perceptions Strengths

- - **STAAR, Athletic and Just Say No rallies**
  - **Fall and Spring Open House**
  - **Award Ceremonies- school, band, choir, athletics**
  - **Meet the Teacher night & 5<sup>th</sup> Grade Transition Program**



- **Dress Code Guidelines**
- **Charro Days Mini-Fest**
- **School-Wide Fundraiser and Incentives**
- **Drive for Thanksgiving can foods and Christmas Toys**
- **SPI Walk for Women**
- **St. Jude Children Hospital Fundraising**
- **Autism Awareness and fundraiser**
- **End of Year Celebration(s)**
- **College Awareness Campus**
- **Active SBDM and teacher communication**
- **Teacher Appreciation week, Administrative Assistant's week, Counselors' week, Librarian's Week, Nurse's week, Diagnostician week and the distribution of motivational items**
- **Provide Custodial Supplies for Tutorial Program**
- **Supplies for school nurse**
- **Open Door Policy for parents and community members**
- **Team meetings at designated times for parents to attend**
- **Communication with parents via telephone, email or letters**
- **Dress Code Letter sent in the summer**
- **School Website updated for parents, students and teachers**
- **Parent Center**
- **Meet the Teacher Night**
- **Participation in Community and Fundraiser walks**
- **Ceremony for Veterans by NJHS and Library Club**
- 

**School Culture and Climate Needs:**

1. Tardy round-up to decrease number of tardies
2. Replacing worn furniture and materials
3. Decrease dress code violations
4. Decrease student bullying and horse playing
5. Maintenance of teacher/student restroom environment
6. New fresh paint/re-touch at the end of school year
7. Library Resource Improvement
8. Remove stains on ceiling tiles
9. Address cyber-bullying as needed
10. Increase Attendance
11. General Supplies and materials will be purchased to aid administrators and office staff duties such as, presentations, meetings, and daily office organization and duties

12. Increase teacher morale

**Problem Statements Identifying Perceptions Needs**

**Problem Statement 1:** There is an increased amount of tardies on campus **Root Cause:** Students see round-ups as time out of class.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**

- District goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card Data

# Goals

**Goal 1: Stillman Middle School students will receive educational opportunities that will produce well-rounded graduates who are prepared for the future, are college/career ready, and are responsible, independent citizens. (Board Goal #1 and TEA Ch. 4 Objectives 2, 4, 5, 7, and 11).**

**Performance Objective 1:** Stillman student performance for all students, all grades, all subjects will exceed 2019 STAAR percent Approaches Grade Level and STAAR Masters Grade Level performance in reading, writing, mathematics, science and social studies by 5 percentage points.

**Evaluation Data Source(s) 1:** STAAR/EOC performance reports

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) ) In order for teachers to be able to deliver instruction and address supporting and readiness standards that will prepare students for state assessments, instructional supplies, copy paper, software, scantron readers, ink, calculators, digital recorders (AP Class), bulbs and printing services will be provided for teachers in all core areas of instruction and STEM materials such as robots, rockets, etc. will be bought for Science and Math teachers.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE, STEM, Summer Bridge, AP Classes</p> <p>TIMELINE: August 2019-May 2020</p> <p>CNA SAA #4</p>	2.4, 2.4	Principal Dean of Instruction Department Heads Teachers Administrator for State Compensatory Education AP Teacher	<p>Formative:</p> <ul style="list-style-type: none"> <li>- District and Campus Benchmark Scores</li> <li>- Teacher Observations</li> <li>- Walk-throughs</li> <li>- Student Report Cards</li> <li>- lesson plans</li> </ul> <p>Summative:</p> <p>20120 STAAR results / EOC AP Spanish Exam</p>				
<p><b>Funding Sources:</b> 163 State Bilingual - 4225.00, 211 Title I-A - 34202.00, 199 Local funds - 20583.00, 162 State Compensatory - 3970.00, 166 State Special Ed. - 3800.00</p>							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>2) All 6th - 8th grade Core Area teachers will plan horizontally and vertically by department and grade level to ensure curriculum alignment that will maximize classroom instruction using district curriculum by creating rigorous lessons and assessments that incorporate DOK Levels 2 &amp; 3 questions, which will ultimately increase student success. Instructional materials will be purchased to support these lessons.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug 2019- June 2020 at least 4 times per six weeks during planning -One day during 4th &amp; 5th</p>	2.5	Principal Dean of Instruction Dept. Chairs Teachers	<p>Formative: Walkthroughs Meeting Notes Meeting Minutes Lesson Plans Documentation</p> <p>Summative: T-TESS Evaluations</p>				
<p>3) Stillman teachers will desegregate data with the use of Tango and Aware from district benchmarks, six weeks tests, mid-point checkpoints, LION and State Released tests in order to target instruction for subgroups and individual students K-12 and to plan future professional development at the campus and district level to improve student success rates.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: 3 times a week Ongoing Aug 2019-May 2020</p>	2.6	Principal Dean of Instruction Teachers	<p>Formative: Walkthroughs Teacher Observations Lesson Plans Benchmark Scores Midpoint Checkpoints</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>4) Stillman teachers will integrate the use of technology in order to expose students to various deliveries of instruction. Technology including: online student textbooks, laptops, SRS remotes, LCD projectors, online research, smart boards, tablets</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug. 2019-May 20120 On-going CNA SP&amp;P #1</p>	2.5, 2.5	Dean of Instruction Teachers	<p>Formative: Lesson Plans Walkthroughs Student Assignments</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				
<p>5) ESL students will receive support from multiple resources, programs and strategies such as:</p> <p>TELPAS, ELPS, ESL portfolios, ELAR strategies, Language Enrichment II</p> <p>POPULATION: All ESL Students (6-8 grade)</p> <p>TIMELINE: Aug. 2019-May 2020 Weekly</p>	2.4, 2.6	Dean of Instruction All Teachers	<p>Formative: Student Participation Reports Sign-In Logs</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>6) Stillman teachers will provide opportunities for all students to participate in curricular as well as co-curricular activities in order to develop language usage and improve cognitive skills.</p> <ul style="list-style-type: none"> <li>- Announcements</li> <li>- Visual Representation</li> <li>- Destination Imagination</li> <li>- Newspapers</li> <li>- Magazines</li> <li>- Spelling Bee</li> <li>- Advanced Placement</li> <li>- Science Fair</li> <li>- History Fair</li> <li>- Math Meet</li> <li>- Chess</li> <li>- UIL One Act Play</li> <li>- Brainsville</li> <li>- Battle of the Books</li> <li>-Passport to Poetry</li> </ul> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug 2019- May 2020</p> <p>CNA SAA #16</p>	2.5, 2.5	Regular Classroom Teachers Sp. Ed. Teachers Dyslexia Teacher Content Area Teachers Principal Language Arts Specialist Dean of Instruction Superintendents Asst. Superintendent For Curriculum & Instruction	Formative: Benchmark testing Schedules & results  Summative: 2020 STAAR results / TELPAS / TMSFA / EOC				
<p><b>Funding Sources:</b> 199 Local funds - 13100.00, 211 Title I-A - 3276.00</p>							



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>7) The Librarian, teachers and students will participate in revitalizing the library updating old and unused books. New books will be purchased and placed on the library shelves for checkout. School staff has determined that by cleaning and adding new books to the library and advising students of this initiative, students will be more likely to check out books for outside of class reading and actively participate in Accelerated reader. These efforts will then result in an increase in student's level of reading comprehension and vocabulary.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Oct 2019</p> <p>CNA P #7</p>	2.5	Media Admin Principal Dean of Instruction Librarian Dept. Heads	Formative: STAAR Results AR Reports  Summative: 2020STAAR results / TELPAS / TMSFA / EOC				
<p><b>Funding Sources:</b> 199 Local funds - 2450.00</p>							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>8) Implement intervention through the Response to Intervention (RtI) 3 Tier Model in order to support student academic growth and success.</p> <ul style="list-style-type: none"> <li>-Universal Screening</li> <li>-All interventions should be scientifically researched based.</li> <li>-Documentation of interventions and progress monitoring</li> <li>-Use data to identify areas of need</li> <li>-Monitor progress of struggling student</li> <li>-Adjust instruction/interventions</li> <li>-Review student outcome data to evaluate instruction</li> <li>- REVIEW360</li> </ul> <p>Tier I -a minimum of 90 minutes devoted to ELA instruction  Tier II -30 minutes per day in small group in addition to the core instruction  Tier III -30 minutes per day in individual or small group instruction in addition to the core instruction</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: August 2019 - May 2020</p>	2.6	Classroom Teachers -Special Education Teachers -Dyslexia Teachers -Bilingual Education Department -Special Education Department -Deans of Instruction -Elementary and Secondary Curriculum Specialists	Pre/Post Tests Texas Primary Reading Inventory (TPRI) and Tejas LEE CIRCLE Phonological Awareness Language Learning System (C-PALLS) Texas Middle School Fluency Assessment (TMSFA) Progress Monitoring, Benchmark Results  Summative: 2020 STAAR results / TELPAS / TMSFA / EOC				
<p>9) Teachers will be able to disaggregate data and evaluate student growth and performance during LPAC EOY coordination of student folders. Teachers will be pulled out in order to update ELL student folders. Substitutes will cover teacher classrooms.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: May 2020  CNA SAA #13</p>	2.6	Principal LPAC Administrator Bilingual Lead Teacher Dean of Instruction	Formative: STAAR Results Special Programs folder Substitute Sign-in sheet  Summative: 2020 STAAR results / TELPAS / TMSFA / EOC				
<b>Funding Sources:</b> 263 Title III-A Bilingual - 5000.00, 199 Local funds - 5000.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>10) An instructional aide will assist ESL teachers and the LPAC committee with testing ELL students, providing instructional assistance, filing ELL student records, update ELL student data into Student plus and all other duties that assist in coding and serving ELL students appropriately.</p> <p>POPULATION: ELL Students (6th-8th grade)</p> <p>CNA SAA #17</p> <p>TIMELINE: Aug. 2019-May 2020</p>		<p>Human Resource Office- Classified Principal LPAC Administrator Bilingual Lead Teacher Dean of Instruction</p>	<p>Formative: Special Programs folder Student Plus ELL reports Evaluation</p> <p>Summative: 20120 STAAR results / TELPAS / TMSFA / EOC</p>				
<p><b>Funding Sources:</b> 199 Local funds - 500.00</p>							
<p>11) A library aide will assist the librarian with preparing books for shelving, checking in books and instructional materials, accounting for books, cleaning and maintaining the library equipment, assisting teachers with their classes and all other duties that would assist students with accessing library materials in order for them to utilize a variety of instructional Materials.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug 2019- May -2020</p> <p>CNA pg. 9</p>	2.5	<p>Principal Librarian Dean of Instruction</p>	<p>Formative: Walk-throughs Evaluations</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				
<p><b>Funding Sources:</b> 211 Title I-A - 0.00</p>							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>12) Federal Programs will continue to fund highly qualified teachers and para professionals to supplement allotted campus position so that the needs of low performing students can be met through more individualized and small group instruction.</p> <p>POPULATION: Title I personnel (6th, 7th, 8th)</p> <p>TIMELINE: July 1, 2019- June 28, 2020</p> <p>CNA SAA #3</p>	2.4, 2.6	<p>Special Programs Administrator</p> <p>Federal Programs Administrator</p> <p>Principals</p>	<p>Formative: District and Campus Benchmark Scores, Teacher Observations, Student Progress Reports</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				
<b>Funding Sources:</b> 211 Title I-A - 0.00							
<p>13) Federal Programs will continue to provide supplemental stipends for secondary teachers certified in areas of need, in order to increase student performance and student success.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug. 2019-May 2020</p> <p>CNA SSA #3</p>	2.6	Federal Programs Bilingual Principal	<p>Formative: Stipend Paperwork</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				
<b>Funding Sources:</b> 211 Title I-A - 5086.00							
<p>14) Federal Programs Dept. will conduct: CIP Training PEER Review Audits Instructional Assistant Observations to ensure improved communication and efficacy of program implementation through continuous support for campuses, administrators, and other personnel.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug 2019-May 2020</p>	2.6	Federal Program Principal	<p>Formative: Benchmark /STAAR Results</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>15) All CTE teachers will receive their class rosters by period indicating their students who are served by Bilingual/ESL or Special Education Programs so that they may attend appropriate trainings and implement researched based strategies to improve the student's academic performance.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: August 2019 - January 2020 CNA SSA #3</p>	2.4, 2.5	<p>Principals CPOs Deans of Instruction Bilingual/ESL and Special Education Departmental and Campus staff Student Rosters</p>	<p>Formative: Verification signatures from CTE teachers, per campus, documenting receipt of state assessment results and objectives not mastered by class period.</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				
<p>16) Implement coordination and collaboration meetings once every six weeks between Special Education, Bilingual/ESL teachers and CTE teachers of record to plan instructional strategies and support systems for Bilingual and Special Education students in CTE classroom instruction.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Every six weeks August 2019 - May 2020</p>	2.6	<p>Principals CPOs Deans of Instruction Bilingual/ESL and Special Education Departmental and Campus staff Student Rosters</p>	<p>Formative: Coordination/ collaboration meeting schedules and attendance sign-in sheets</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				
<p>17) Students identified through teacher observation, EOY performance, and mid range STAAR raw scores will be enrolled in an enrichment course that will take the place of an elective in order to obtain a passing rate on the STAAR.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug 2019-June 2020 Daily</p>	2.6	<p>Principal Dean of Instruction Counselors Teachers</p>	<p>Formative: Student Schedules Lesson Plans Walkthroughs</p> <p>Summative: 20120 STAAR results / TELPAS / TMSFA / EOC</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>18) Maintain student enrollment and successful completion rates of high school mathematics courses by continuing to offer Algebra I at the middle school by selecting students using specific criteria based on the course listing guide. Alg. Teachers will be trained periodically to reinforce rigor.</p> <p>POPULATION: 8th grade students</p> <p>TIMELINE: Aug. 2019-May 2020</p>	2.4	<p>Asst. Superintendents Asst. Superintendents &amp; Administration for Curriculum and Instruction Principal/Asst. Principals/Dean/Counselors Math Specialists and Teachers, Inclusion Teachers</p>	<p>Formative: Course enrollment Data Successful completion data at Middle School</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				
<p>19) Develop and implement a district plan for training each campus principal, assistant principal, counselor and dean of instruction on standards-based curriculum and instruction, STAAR, awareness of STAAR as a multi-grade assessment, technology integration, hand-held technology, TMSDS, AWARE, TANGO</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug.2019-April 2020</p> <p>CNA pg. 9</p>	2.6	<p>Math Specialists Professional Development Administrator</p>	<p>Formative: Professional Development Evaluations</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>20) Stillman will support and participate with Advanced Academic Services Department in Dual Enrollment, GT, AP and Pre-AP science courses:</p> <p>-Support teachers in GT, AP and Pre-AP classes to improve the rigor and differentiation of instruction            -Support programs for students, such as Brainsville and Destination Imagination            -Align science curricula to improve differentiation and rigor of science programs for these students            - Chess</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug. 2019-July 2020</p> <p>CNA. pg. 9</p>	2.5	Science Specialists Principal Assistant Principals Dean of Instruction Adm. for Advanced Academics Science Teachers	Formative: Professional Development Surveys  Summative: 2020 STAAR results / TELPAS / TMSFA / EOC				
<p>21) Assess student fitness annually in grade 6th-8th to improve the health and well-being of all students and be in compliance with requirements of Senate Bill 530 effective 09/01/2007.</p> <p>POPULATION: All students (6th, 7th, 8th[8th grade labeled as elective status, if student has class.]) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug.2019- May 2020</p>	2.5, 2.5	Area Superintendent Assessment Research & Evaluation Administrator Curriculum & Instruction Administrators Health Services Administrators Physical Ed. Specialist Campus Administration Physical Ed. Teachers School Nurse CATCH Team Members ARD & 504 Teachers	Formative: Updated District Policy Classroom Observations  Summative: 2020 STAAR results / TELPAS / TMSFA / EO				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>22) Stillman will incorporate suggestions and recommendation from School Health Index Assessment Tool in order to comply with legislative updates as they pertain to health and physical education and Senate Bill 892 effective 09/01/2009.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug 2019-June 2020</p>	2.5	Dean of Instruction CATCH Team Members	<p>Formative: Campus Improvement Plan Review</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				
<p>23) Monitor and emphasize the integrated math, reading, and writing academic concepts inherent in the Health and Physical Education curriculum programs in order to enhance students' skills and prepare them for testing.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug.2019 -June 2020</p>	2.4, 2.5	Physical Ed. Specialist Health Ed. Lead Teacher Curriculum Writers Health Ed. Teachers Physical Ed. Teachers Math, Reading & Writing Dept. Chairs Staff Development (district and campus personnel)	<p>Formative: Curriculum Frameworks Staff Development Agendas Lesson Plans</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>24) Meet at the District level with Coordinated Approach to Child Health (CATCH) Champions and Physical Education Department Chairs to provide updated information and training strategies in order to maintain and improve Coordinated Approach to Child Health (CATCH) Teams that implement the Coordinated School Health Program 6th-8th by developing goals and objectives based on fitness assessment data, academic performance, attendance rates, academic disadvantages and the use of success of any method in order to ensure students are reaching required moderate to vigorous physical activity (MVPA), and any other indicator recommended by School Health Advisory Council (SHAC) in order to comply with Senate Bill 19 and Senate Bill 892 effective 09/01/2009.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug.2019- June 2020</p>	2.5	SHAC District CATCH Team CATCH Champions CATCH Member Teams	<p>Formative: Implementation Documentation Lesson Plans Fitness Assessment Observation Student Grades Attendance Rates</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				
<p>25) Implement a Parenting and Paternity Awareness (PAPA) program to provide knowledge and awareness of the legal aspects of parenting in compliance with House Bill 3076 effective 09/01/2009.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug.2019-June 2020</p>	2.6, 3.2	Curriculum Administrators Health Ed. Lead Teacher Campus Administration Health Ed. Teachers	<p>Formative: Lesson Plans Classroom Observation Documentation</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>26) Adopt and educate students and parents on the District Dating Violence Policy that provides content specificity in order to promote awareness and intervention strategies and comply with House Bill 121 effective 05/18/2007.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p>	2.6, 3.1	<p>Curriculum Administrators Guidance &amp; Counseling Administrator Health Ed. Lead Teacher Campus Administration Counselors Health Teachers Teachers</p>	<p>Formative: Curriculum Frameworks Lesson Plans Updated District Policy Updated Code of Conduct Updated District/Campus Safety Plan Classroom Observation Documentation</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				
<p>27) All schools must identify the manner in which the safety of students in physical education classes is maintained by developing a safety plan of action when the teacher-student ratio is greater than 45-1 in compliance with Senate Bill 891 effective 09/01/2009.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug.2019-June 2020</p>	2.5, 2.6	<p>PE Teachers District/Campus Safety Coordinator District Emergency Operations Coordinator PE Specialist Health Lead Teacher Campus Administration</p>	<p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				
<p>28) Educate students and parents on the district's sexual abuse of children policies/guidelines through awareness and information, including but not limited to, knowledge of likely warning sign indicating that a child may be a victim of sexual abuse, using resources developed by the Texas Education Code (TEC) under Section 38.004, to conduct classroom presentations and distribute information, via the BISD Parent/Student Handbook in order to comply with House Bill 1041 (Jenna's Law effective 09/01/2009).</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p>	3.1	<p>Counseling Dept. &amp; Administration Campus Counselors SAFE Counselors At-risk Administrator/ Supervisor/Counselors Parental Involvement Campus Personnel Campus Administration Health Science Technical Teachers Campus Health Teachers Area Asst. Superintendents Child Protective Services</p>	<p>Formative: Counselor Classroom Presentations Classroom Presentation Agendas Classroom Presentation Sign-In Sheets Verification of Information Distribution via signed BISD Parent/Student Handbook receipt form</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>29) Federal Programs will continue to fund campus nurse 40% to assist with the execution of the health program aimed at monitoring and assisting low-performing students at school wide campuses improve overall health in order to improve student attendance/performance. Supplies to aid in the delivery of services will be provided.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE CNA SP&amp;P #20</p>	2.5	Health Services Administrator Special Programs Administrator Federal Programs Administrator	<p>Formative: Time and Effort Logs Referrals</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				
<b>Funding Sources:</b> 211 Title I-A - 1500.00							
<p>30) Administration in collaboration with teacher feedback will ensure that custodians maintain a clean and safe facility, paint and maintain all the classrooms, repair and replace as needed furniture and fixtures</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: August 2019 - June 2020 CNA P #5</p>	2.5	Administration Maintenance Dept.	<p>Formative: Maintenance Work Orders CNA Survey</p> <p>Summative: 2020 STAAR results / TELPAS / TMSFA / EOC</p>				
<b>Funding Sources:</b> 199 Local funds - 9450.00							
<p>31) Stillman prep courses and tutorials will be offered throughout the school year to prepare students for ACT/PSAT/SAT tests as early as the 7th grade (i.e. Duke Program)</p> <p>POPULATION: 7th/8th Students TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: August 2019 - June 2020 CNA SAA #2</p>	2.4	Advanced Academics Administration Principal Dean of Instruction Counselors Teachers	<p>Formative: Class Rosters Master Schedule Tutorials</p> <p>Summative: Student Scores</p>				
<b>Funding Sources:</b> 199 Local funds - 1150.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>32) Implement the Stillman Pre-AP/AP Plan.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: June 2019 - May 2020</p>	2.4	<p>Advanced Academics Administration Principal Dean of Instruction Teachers</p>	<p>Formative: - Plan's check off list - Registration Forms for training - AP Central website where approved syllabi are posted - Class Rosters - Lesson Plans -List of Pre-AP/AP students - List of Teachers log-ins</p> <p>Summative: Students' AP Scores</p>				
<p>33) Stillman Spanish teacher will be allowed extra hours of additional tutorial time to work with their AP students outside of the regular classroom setting in order to increase the number of students achieving passing scores on the Spanish AP exams.</p> <p>POPULATION: Pre-AP Students 6th,7th,8th</p> <p>TIMELINE: May 2020</p>	2.4	<p>Principal Dean of Instruction AP Spanish Teacher</p>	<p>Formative: Teacher tutorial sign-in sheets</p> <p>Summative: Student AP Scores</p>				
<p>34) Stillman Counselors will provide information and support for students who qualify for "The Duke Talent Search" to increase the number of student participants.</p> <p>POPULATION: All 7th grade Students</p> <p>TIMELINE: Spring 2020</p>	2.4	<p>Counselors Principal Dean of Instruction Administrator for Guidance &amp; Counseling</p>	<p>Formative: Sign-in Sheets Agendas</p> <p>Summative: Student participation</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>35) Stillman will participate in the "College T-Shirt" day will be sponsored by the Department of Guidance and Counseling at all grade levels where teachers will be encouraged to wear a t-shirt from the college they attended and students will wear a t-shirt from a college they are interested in attending.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: as per BISD throughout the school year.</p>	2.5	Counselors Principal Guidance & Counseling Dept.	<p>Formative: Advertisement for event Pictures from event</p> <p>Summative: Increased student participation</p>				
<p>36) All students will have the opportunity to earn awards for A-Honor Roll, Academic Achievements in Science, Math Meet, History, Accelerated Reader, Chess, Fine Arts and UIL in order to motivate and reward them for excellence in school. Students will be encouraged to earn these rewards and continue performing above average.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug 2019 - June 2020 CNA SAA #16</p>	2.5	Administration Teachers Counselors	<p>Formative: Number of students receiving awards</p> <p>Summative: Increased student motivation Six Weeks results</p>				
<p><b>Funding Sources:</b> 211 Title I-A - 4000.00, 199 Local funds - 3000.00, 166 State Special Ed. - 1400.00</p>							
<p>37) Hire substitutes for professional development, LPAC and Saturday Academies.</p> <p>TIMELINE: May 2020 CNA SAA #2</p>	2.6	Administration LPAC Committee	<p>Formative:</p> <p>Summative: Sign In sheets STAAR Results</p>				
<p><b>Funding Sources:</b> 162 State Compensatory - 690.00</p>							
<p>38) Apply for state/national awards. Administration and/or teachers will be able to travel to receive state and/or national awards.</p>	2.5	Administration	<p>Formative: Application Process</p> <p>Summative: Awarded Award</p>				


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
39) Stillman will support and participate in the expansion and implementation of our CTE programs including, but not limited to Coding, Robotics, and Principles of Engineering.		CTE Teachers Administration	Formative: Student Participation Allocated Funds				

**Goal 1:** Stillman Middle School students will receive educational opportunities that will produce well-rounded graduates who are prepared for the future, are college/career ready, and are responsible, independent citizens. (Board Goal #1 and TEA Ch. 4 Objectives 2, 4, 5, 7, and 11).

**Performance Objective 2:** Stillman Career and Technical Education student participation will increase by 5 percentage points over 2019 including special population students and CCMR graduates will improve over prior year graduates.

**Evaluation Data Source(s) 2:** PBMAS reports, CTE enrollment PEIMS reports, CCMR reports

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) 1) CTE teachers in 8th Grade will utilize CTE funds for curriculum supplements and updated technology that will lead to enhanced student learning. Population: CTE students Timeline: August 2019 - July 2020	2.4, 2.5	CTE MS Teachers CTE Administrative Staff Career Placement Officers Campus Assistant Principals	Students will be engaged in learning as evidenced by walkthroughs. Students will learn the latest software applications using upgraded technology.				
2) The Career and Technical Education Department will continue to support ongoing professional development for its teachers so that students may learn the latest technology skills and be able to compete in college and the workforce. Population: CTE students Timeline: August 2019 - July 2020	2.4	CTE Administrative Career Placement Officers MS Administrators MS CTE Teachers	Teachers will return to their classrooms and be able to share the newest technologies with their students. Teachers will be able to train their campus colleagues based on what they learned at their professional development (i.e., Word, Excel, Photoshop etc.)				
							

**Goal 1:** Stillman Middle School students will receive educational opportunities that will produce well-rounded graduates who are prepared for the future, are college/career ready, and are responsible, independent citizens. (Board Goal #1 and TEA Ch. 4 Objectives 2, 4, 5, 7, and 11).

**Performance Objective 3:** 80% of migrant students will be on grade level within 2 years and 70% will be at Approaches Grade Level for all STAAR assessments.

**Evaluation Data Source(s) 3:** PBMAS Report, STAAR/EOC Assessments for Migrant students, Migrant Program participation reports

**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Migrant clerk will attend the annual Identification and Recruitment (ID &R) training in order to be certified as state recruiters.  POPULATION: Migrant Clerk  TIMELINE: Fall 2019	2.4, 2.6	Migrant Service Coordinator Migrant Clerk Principal	Formative: ID & R Training  Summative: Texas Education Agency (TEA) ID & R Certificates				
2) The Migrant campus clerk will attend the required NEW Generation System (NGS) state required training in order to secure the need skills to accurately and appropriately input the data for migrant students into the migrant state data base.  POPULATION: Migrant & PFS Students 6th,7th,8th, Migrant Clerk  TIMELINE: Fall 2019	2.4, 2.6	MSC Principal Migrant Clerk	Formative: NGS Annual Training  Summative: NGS Certificates				



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>3) Migrant Clerk will distribute migrant information and currently enrolled listing to all teachers and administrators in order to facilitate pertinent information in a timely manner throughout the 2019-2020 school year.</p> <p>POPULATION: Migrant &amp; PFS Students 6th,7th,8th, Campus Staff</p> <p>TIMELINE: Sept 2019-May 2020</p>	2.4, 2.6	Migrant Clerk	<p>Formative: NGS Reports</p> <p>Summative: Monitoring Tool Migrant Clerk Evaluation</p>				
<p>4) The migrant funded staff will have the opportunity to attend local, regional, and state migrant conferences in order to expand their knowledge of the Migrant Program; thus providing a more comprehensive supplemental support to migrant students and their families.</p> <p>Population: Migrant funded staff : MSC, MDC, Migrant Teachers, Campus Clerks, Computer Operator</p> <p>Timeline: August 1, 2019-June 30, 2020 CNA SAA #7</p>	2.5, 2.6	Sp. Programs Administrator Migrant Service Coordinator (MSC)	Improved student performance Documented ERO- Cross training of staff not attending events to ensure complete program training				
<b>Funding Sources:</b> 212 Title I-C (Migrant) - 0.00							
<p>5) PFS migrant students will receive supplemental support services before other migrant students to ensure that the requirements delineated by NCLB Section 1304(d) are addressed.</p> <p>POPULATION: PFS &amp; Migrant Students 6th,7th,8th</p> <p>TIMELINE: Aug. 2019-May 2020</p>	2.4, 2.6	Administration Migrant Clerk	<p>Formative: NGS Campus Reports</p> <p>Summative: Completed PFS Monitoring Tool</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
6) All migrant students will receive grade appropriate school supplies on an as needed basis in order to provide them with the necessary tools to complete their assignments and to comply with school dress code guideline; thus facilitating them the same opportunity to meeting the academic challenges of all students. Migrant students will also have available a computer, software and printer to complete special projects as needed throughout the year. In addition migrant students will receive clothing and hygiene products. PFS students will receive supplemental support services before other migrant students.	2.6	Administration Migrant Clerk	Formative: NGS Campus Reports  Summative: Completed Request for Supplemental Support Form w/student Number and Parents Students signature				
POPULATION: PFS and Migrant Students 6th,7th,8th  TIMELINE: Aug. 2019-July 2020  CNA SAA #8	<b>Funding Sources:</b> 212 Title I-C (Migrant) - 0.00						
7) Migrant students 6th - 8th STAAR results will be reviewed to secure accurate placement into the current State Assessment remediation opportunities during regular school year and summer school.  POPULATION: PFS & Migrant Students 6th,7th,8th  TIMELINE: Oct. 2019- June 2020  CNA pg. 17	2.4, 2.6	Administration Counselors Teachers	Formative: TAKS Remediation Enrollment Lists NGS TAKS Report Benchmark Results  Summative: Current State Assessment Test Results				
8) The migrant students and their parents will attend the Middle School Leadership Conference in order to expand their leadership skills.  POPULATION: PFS & Migrant Students 6th,7th,8th  TIMELINE: February 2020	3.2	Campus Migrant Clerk	Formative: Sign-In Sheets Agenda and Participants Survey Summative: Conference Evaluations				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>9) Middle school migrant students will have the opportunity to attend the school district's summer school programs to ensure promotion if needed or to participate in the enrichment migrant summer program. Migrant students will be provided with additional supplemental support by the migrant funded CIS site coordinator in order to address academic, attendance needs and promote positive social engagement.</p> <p>POPULATION: PFS &amp; Migrant Students 6th,7th,8th</p> <p>TIMELINE: June-July 2020</p>	2.6	Migrant Campus Clerks	<p>Formative: Eligibility Forms Attendance Sheets Weekly Assessments Participants Survey</p> <p>Summative: Completion Reports End of Program Assessment Results</p>				
<p>10) The campus migrant clerks will provide supplemental support to the PFS and migrant students only, in order to enhance the advocacy, encouragement, and support the special needs of migrant students as delineated by NCLB Act of 2001 (Public Law 107-110) Section 1301-1309.</p> <p>POPULATION: PFS &amp; Migrant Students 6th,7th,8th</p> <p>TIMELINE: Aug.2019-June 2020</p> <p>CNA D #11</p>	2.4, 2.6	Campus Principals Migrant Campus Clerk DMC MSC	<p>Formative: Job Description Position Control Forms</p> <p>Summative: Completed Personnel Assurance</p>				
<b>Funding Sources:</b> 212 Title I-C (Migrant) - 0.00							
<p>11) In order to secure academic information from the NGS data base migrant students, parents and school districts (nationwide) will have access to an NGS district contact person throughout summer to ensure accurate enrollment into educational programs.</p> <p>POPULATION: PFS &amp; Migrant Students 6th,7th,8th</p> <p>TIMELINE: June 2019-Aug. 2020</p>	2.6, 3.1	DMC MSC SS NGS Clerk	<p>Formative: Student Information</p> <p>Summative: Completed NGS Student Transfer Document</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>12) Campus Migrant Clerk will conduct two migrant cluster meetings throughout the school year in order to foster parental involvement and provide current information regarding the academic progress of their children.</p> <p>POPULATION: PFS &amp; Migrant Students 6th,7th,8th</p> <p>TIMELINE: Oct. 2019 - Apr. 2020</p> <p>CNA pg. 16</p>	3.1	Migrant Clerk Teacher Principal	<p>Formative: Fliers Parent Phone Calls Sign-in sheets, Agendas and Meeting Minutes</p> <p>Summative: Parent Recommendations Meeting Evaluations Increased parental participation Increased student achievement</p>				
<p>13) The migrant funded staff will attend Migrant Education Region One workshops in order to secure the most current information impacting migrant students, migrant parents and the migrant program through the current school year.</p> <p>POPULATION: Migrant Clerk / Migrant Teacher</p> <p>TIMELINE: August 2019-May 2020 CNA SAA #7</p>	2.6	Migrant Service Coordinator (MSC) Migrant Clerk Principal	<p>Formative: Region One Workshop Advisement Registration Forms BISD Professional Leave Form w/approval signatures</p> <p>Summative: Workshop Certificate Agendas Handouts</p>				
<b>Funding Sources:</b> 212 Title I-C (Migrant) - 0.00							
<p>14) Migrant students will be given opportunities to participate in tutorials and remediation strategies to improve student achievement.</p> <p>POPULATION:PFS &amp; Migrant Students 6th,7th,8th</p> <p>TIMELINE: August 2019-May 2020</p>	2.4, 2.6	Migrant Clerk Teacher	<p>Formative: Tutorial Schedule Tutorial Teachers Lesson Plans Student Sign-In Sheets Teacher Observation Benchmark Scores Student Progress Reports</p> <p>Summative: STAAR Results</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>15) The migrant campus clerk will adhere to the NGS timeline to ensure that migrant student data is entered in a timely and accurate manner into the NGS database.</p> <p>POPULATION: Migrant Campus Clerk</p> <p>TIMELINE: August 28, 2019 -June 8, 2020</p>	2.6	Campus Administration MSC Migrant Campus Clerk	<p>Formative: NGS and Student Plus Reports</p> <p>Summative: PBMAS ICR Reports NGS Reports</p>				
<p>16) The migrant clerk will provide hygiene products and clothing as needed including PSF Migrant students</p> <p>POPULATION:PSF &amp; Migrant Students</p> <p>TIMELINE: August 28, 2019 -June 8, 2020</p>	2.4, 2.6	Campus Administration Migrant Campus Clerk	<p>Formative: NGS Campus Reports</p> <p>Summative: Complete PFS Monitoring Too</p>				
<p>17) The annual Residency Verification of migrant students with a current Certificate of Eligibility (COE) on file will be conducted as required by the State of Texas Migrant Program thus ensuring the accuracy of the count of migrant students in the school district.</p> <p>Population: Migrant Students</p> <p>Timeline: September 1, 2019- November 1, 2020</p>	2.6	Migrant Ed Staff: Recruiters Secretary Data Entry Clerk NGS Clerks Computer Operator Campus Clerks PEIMS Data Entry Clerks Migrant Teachers District Migrant Counselor (DMC) MSC	<p>NGS Maximum Enrollment Report Continuation of Services On-time promotion/ graduation Complete family files showing annual residency verification</p>				
<p>18) The New Generation System (NGS) and BISD eSchool Plus entries will be monitored daily to ensure that the ID&amp;R data and information has been appropriately coded in a timely manner.</p> <p>Population: Migrant Office Staff</p> <p>Timeline: August 2019-June 2020</p>	2.6	Migrant Funded: Recruiters Data Entry Clerk NGS Clerks Campus Migrant Clerks Computer Operator PEIMS Data Clerk MSC	<p>PBMAS Report Correctly coded migrants on NGS</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>19) A Priority for Services (PFS) Plan of Action will be developed and included into the District's Improvement Plan as a separate section labeled "Migrant PFS Action Plan Section as required by the Texas Migrant Program.</p> <p>Population: PFS &amp; Migrant Students</p> <p>Timeline: August 2019</p>	2.6	MSC DMC	Increased positive outcomes on all activities on PFS Action Plan				
<p>20) In order to secure the data needed to accommodate placement into appropriate supplemental instructional opportunities for MS migrant students pre and post test results will be used by teachers and administrators to identify the migrant students performing below grade level. NOTE: At sites being served by a migrant teacher, teacher will provide additional support and ensure participation into supplemental opportunities.</p> <p>Population: Migrant Students</p> <p>Timeline: August 25, 2019-June 5, 2020</p>	2.6	Sp. Programs Administrator Campus Principals MS Teachers	Increased academic performance				
<p>21) In order to increase awareness of migrant student needs, BISD campus faculty and staff will be provided with appropriate migrant information so that timely and appropriate interventions are provided to migrant students.</p> <p>Population: Campus Administration, Faculty and Staff</p> <p>Timeline: September 1, 2019 - May 29, 2020</p>	2.4, 2.6	Sp. Programs Administrator Clerks DMC MSC	Timely placement into Interventions				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>22) Each middle and high school clerk will conduct a minimum of two migrant parent meeting- one per semester in order to provide migrant parents with current information regarding the academic progress of students.</p> <p>Population: Middle School students and parents</p> <p>Timeline: October 2019 and Feb. 2020</p>	2.6, 3.1	Migrant Campus Clerks- 12 FTEs- Migrant Parent Liaison DMC MSC	Increased participation in PAC Mtg. Increased student participation in supplemental activities				
<p>23) A survey will be used to evaluate the effectiveness of the Migrant Education Program so that pertinent and appropriate adjustments can be made to better serve migrant students</p> <p>Population: Migrant Students</p> <p>Timeline: April 2020</p>	2.6	Campus Administration HS Migrant Campus Clerks MEP Secretary DMC MSC	Increase on- time graduation				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>24) The District Migrant Counselor (DMC) will provide supplemental support services to migrant students in the following areas:</p> <ul style="list-style-type: none"> <li>- Graduation plans</li> <li>- Development of Individual Migrant Student Action Plans</li> <li>- Coordination for leadership opportunities</li> <li>- Monitoring of course completion for PFS students</li> <li>- Monitoring of late entry/early withdrawals</li> <li>- Credit accrual opportunities</li> <li>- Provide timely information and assistance to migrant students and parents regarding on-time</li> </ul> <p>Graduation and post-secondary education</p> <ul style="list-style-type: none"> <li>- Conduct district initiatives for migrant students</li> <li>- Coordination Inter-state and intra-state (TMIP) activities</li> <li>- Coordination with UT Austin</li> </ul> <p>Migrant Graduation Enhancement Program</p> <ul style="list-style-type: none"> <li>- Assist with OSY Initiative</li> <li>- Assist with the monitoring of campus migrant staff</li> </ul> <p>Population: Migrant Students Migrant Parents</p> <p>Timeline: August 26, 2019- June 19, 2020 CNA SAA #7</p>	2.4, 2.6	Sp. Programs Administrator MSC DMC	Increase on- time graduation and on-time promotion and decrease dropout rate PBMAS				
<p><b>Funding Sources:</b> 212 Title I-C (Migrant) - 0.00</p>							



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>25) High School 9th graders and MS 8th graders will have the opportunity to attend a math workshop that will teach them the skills necessary to fully participate in the high school math classes. This workshop will furnish the migrant students with an opportunity to reinforce the skills necessary to successfully meet the challenges of the district's rigorous math classes.</p> <p>Population: 9th Grade PFS &amp; Migrant Students; 8th Grade PFS</p> <p>Timeline: February, 2020</p>	2.4, 2.6	<p>HS/ MS Migrant Teachers            HS / MS Campus Clerks            DMC            MSC</p>	<p>Increased Algebra and EOC passing rates</p>				
<p>26) Graduating Juniors and Seniors will have the opportunity to attend the BISD annual Migrant College CAMP Symposium in order to visit with representatives and apply to the Texas Universities that offer the College Assistance Migrant Program (CAMP). Select group of Middle School students will attend as well</p> <p>Population: HS Migrant Students- 11th &amp; 12th grade            PFS MS students</p> <p>Timeline: January, 2020</p>	2.5	<p>HS Migrant Teachers            HS Migrant Campus Clerks            DMC            MSC</p>	<p>Increased applications and acceptance into CAMP            Increased interest in colleges by MS students</p>				
<p>27) Learning Academy targeting the core areas of Reading, Writing, Math, Social Studies and Science will be held for all PFS students in order to sharpen their skills and prepare them academically for the STAAR assessment.</p> <p>Population: Elementary, MS and HS PFS Migrant Students</p> <p>Timeline: March 2020</p>	2.4, 2.6	<p>MSC            Migrant Counselor            Migrant Clerks</p>	<p>Increased STAARS Scores for PFS students</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June

**Goal 1:** Stillman Middle School students will receive educational opportunities that will produce well-rounded graduates who are prepared for the future, are college/career ready, and are responsible, independent citizens. (Board Goal #1 and TEA Ch. 4 Objectives 2, 4, 5, 7, and 11).

**Performance Objective 4:** Increase number of students in co-curricular and extra-curricular advancing in Math, Science, Social Studies, ELA, Fine Arts, and CTE programs by 5% over 2019-2020 participation.

**Evaluation Data Source(s) 4:** Regional and state competition participation numbers

**Summative Evaluation 4:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Stillman students will participate in:</p> <p><b>BAND:</b>  <b>FIRST SEMESTER:</b>            -Band Night            -Christmas Concert            -Christmas Recruitment Caroling  <b>SECOND SEMESTER:</b>            -TMEA Region Jazz Competition            - TMEA All-Region Band Competition            - All-City Band Clinic &amp; Concert            - Charro Day Parade            - UIL Concert and Sight Reading            - Band Solo and Ensemble Competition.            - TMEA Convention            - Spring Band Festival            - Spring Concert            - Summer Band Camp  <b>EVERY OTHER YEAR</b>            - Brownsville Christmas Parade  <b>CHOIR:</b>            - Choir Solo and Ensemble Competition.            - Choir evaluation            - All-city Choir Clinic &amp; Concert            - TMEA Region Choir Competition            - Summer Choir Camp.  <b>VISUAL ARTS:</b>            - Community and Valley Art Competition.            - Student International Art Show            - Region VASE and Jr. VASE Event            - YAM (Youth Art Month)            - BISD District Art Comp.  <b>THEATRE ARTS:</b>            - One Act Play Clinic            - One Act Play Competition            - Red Hot Ballroom Program</p> <p>POPULATION: All Fine Arts Students</p> <p>TIMELINE: Aug 2019 - June 2020</p>	2.5	Band Director Choir Director Fine Arts Department Art Teachers One Act Play Sponsors/teachers Ballroom Instructors Principal	Formative: Lesson Plans  Summative: Audience/Student reaction Performance Ratings				


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June

## Goal 2: Stillman MS in collaboration with District Staff, Administration, Parents, and Community will ensure equity in availability of appropriate, well maintained, energy efficient facilities for a safe and orderly learning environment for all students. (Board Goal 2)

**Performance Objective 1:** Stillman Middle School will implement energy savings plans; maintain and upgrade current facilities to provide a healthy and positive learning environment by scheduling renovation/upgrade/improvement of at least 20% of instructional facilities annually over the next 5 years. (Board Goal 2)

**Evaluation Data Source(s) 1:** New Energy Plan adopted by district, updated Five-year facilities

### Summative Evaluation 1:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Our Campus will promote energy savings activities on the campus to support implementation of the district's energy savings plan. Population: All departments Timeline: December 2019 - June 2020	2.5	Campus Administration Facilities and Maintenance Staff	Complete implementation of the district energy savings plan will result in decreased energy usage compared to prior year. Formative: Monthly comparison of energy usage Summative: Annual comparison of energy usag				
2) Our campus will create and implement a systematic approach to the renovation/ upgrade/ improvement of facilities to include prioritizing based on safety and needs of the campus. Population: All department and campus facilities Timeline: December 2019- June 2020 CNA P #5	2.5	Campus Administration Facilities and Maintenance Staff	Survey Results from campus and departments will indicate prioritization of the renovation plans Formative: Survey Summative: Evaluation/analysis of survey data.				
<b>Funding Sources:</b> 199 Local funds - 0.00							
							

**Goal 3: Stillman Middle School will ensure effective and efficient use of all available funds in implementing a balanced budget which includes improved compensation for teachers and plans to recruit, retain and support highly qualified personnel. (Board Goal 3) (TEA Ch. 4, Obj. 6)**

**Performance Objective 1:** Stillman MS will ensure effective and efficient use of 100% of available budgeted funds to be used to meet the needs of all students.

**Evaluation Data Source(s) 1:** Fiscal reports for district, internal and external audit reports and FIRST ratings.

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) our campus will support programs in the effective and efficient use of 100% of available budgeted funds based on the needs assessments. Population: BISD Stakeholders Timeline: December 2019- June 2020	2.4	Campus Administration DEIC/SBDM Committees	Funding reports indicate all funds were expended based on prioritized needs. Formative: monthly expenditure reports compared DIP/CIP Summative: end of year expenditure reports.				
<b>Funding Sources:</b> 211 Title I-A - 100.00							
							

**Goal 3:** Stillman Middle School will ensure effective and efficient use of all available funds in implementing a balanced budget which includes improved compensation for teachers and plans to recruit, retain and support highly qualified personnel. (Board Goal 3) (TEA Ch. 4, Obj. 6)

**Performance Objective 2:** Stillman MS will create and provide faculty and staff recognitions and activities to improve campus morale/climate and support retention of teachers and principals.

**Evaluation Data Source(s) 2:** Campus needs assessment surveys, district/campus climate surveys

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Our campus will improve teacher morale and Teacher Retention Rates through Teacher appreciation Activities, Luncheons, snacks during department meetings, Raffles, and Mentoring and support programs. CNA P # 12	2.5	Campus Administration Counselors	Improved teacher morale retention rates.				
	<b>Funding Sources:</b> 199 Local funds - 4000.00						




## Goal 4: Stillman MS will work closely and collaboratively with the BISD Public Information Office to expand public relations/marketing campaigns to further expand student enrollment/recruitment/ and retention efforts. (Board Goal 4)

**Performance Objective 1:** Stillman MS will provide the BISD Public Information Office with features articles, recognition of students, co-/extra-curricular activities, and parent/community events.

**Evaluation Data Source(s) 1:** Media records with Public Information Office, enrollment data

### Summative Evaluation 1:





Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Our campus will promote the history and origins along with current accomplishments of each campus weekly through the website and media venues. Population: Campus Stakeholders Timeline: December 2019- June 2020	2.5	PIO Campus Administration	Weekly news articles will indicate a new campus each week. Formative: Listing of all campuses that were presented in weekly articles.				
2) campus will designate a PIO contact to provide features articles, current and prior students/ parents/ staff recognitions, co-/extra-curricular activities, and parent/community events. Population: Campus Stakeholders Timeline: December 2019- June 2020	2.5	PIO Campus Administration	Regular features in media showcasing current accomplishments of faculty, staff, students, and alumni and major events. Formative: Annual compilation of articles and presentation/showcases				
3) Campuses will update websites at least monthly including showcasing student and community activities. Population: Campus Stakeholders Timeline: December 2019- June 2020	2.5	PIO Campus Administration	Campus website will be up to date on a monthly bases with all compliance postings and showcasing campus/program activities and successes. Formative: checklist of websites indicating are current Summative: report at end of year for monthly checklist results.				
							

## Goal 5: Stillman MS will maintain a safe and disciplined environment conducive to student learning. (TEA Ch. 4, Obj. 8)

**Performance Objective 1:** Discipline referrals for removals or placements to the Brownsville Academic Center (BAC) will decrease by 5%.

**Evaluation Data Source(s) 1:** BAC placement data for 2019-2020 and 2019-2020, PEIMS discipline report data, Review360 report data, Pupil Services, Police and Security Services, Guidance and Counseling Services and Special Services departmental data related to BAC placements

### Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Promote awareness and notification of Student Code of Conduct (SCC) to students, parents, staff & community through campus distribution of SCC. District website, and campus presentations to ensure all students are afforded due process and their rights.  POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE  TIMELINE August 2019 - August 2020	2.5, 2.6	Principals Asst Principals Campus Staff Public Information Parental Involvement	Formative: Signed SCC Acknowledgement Form Agendas and Sign-in forms				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							


**Goal 5:** Stillman MS will maintain a safe and disciplined environment conducive to student learning. (TEA Ch. 4, Obj. 8)

**Performance Objective 2:** Disciplinary placements for In school suspension (ISS) and Out of school suspensions (OSS) will decrease by 5% for 2019-2020 and will not be disproportionate for any population.

**Evaluation Data Source(s) 2:** ISS/OSS reports for district and campus disaggregated by special served populations including ESL, Special Education, At-Risk and economically disadvantaged, Review360 or eSchool behavior RTI plans and monitoring reports, plans for addressing Bullying, Teen Violence, and others.

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Provide training for administrators and new teachers:                      a) to effectively utilize RTI modules to handle classroom discipline so that out of school suspension and discretionary removals are used as a last resort;                      b) assure students' rights and due process are afforded in order to have a safe and disciplined environment conducive to student learning.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE:                      Aug. 1, 2019 - June 1, 2020</p>	2.6	Counselors Professional Development	Formative: Agenda Sign-In Sheets Summative: OSS Reports				
<p>2) Principals will ensure that campus counselors provide individual and group counseling sessions on a weekly basis in order to ensure that students' needs are addressed.</p> <p>POPULATION: All AR Students 6th, 7th, 8th</p> <p>TIMELINE: August 2019-June 2020</p>	2.6, 2.6	Principal Counselors	Formative: Student Sign-In Sheets Summative:Counselor Logs				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>3) Assist students with issues interfering with learning, such as but not limited to emotional distress, family problems, or alcohol problems. Intervention strategies will be created for students who meet State criteria which are addressed in the PGPs (Personal Graduation Plans) at the secondary level to increase students' graduation rate.</p> <p>POPULATION: At-Risk Students</p> <p>TIMELINE: August 2019-June 2020</p>	2.6	Principals Counselors Teachers Nurses Guidance & Counseling Administration Dyslexia Administration At-Risk Counselors SAFE Counselors	Formative: Counselor Logs Summative: 10% decrease in dropout rate				
<p>4) Maintain the district standard for students assigned to a Disciplinary Alternative Education Program (DAEP) will maintain the district standard in:</p> <ul style="list-style-type: none"> <li>-Attendance rates</li> <li>-Pre-post assessment results</li> <li>-Drop-out rates</li> </ul> <p>Subgroups representation and recidivism rates in order to comply with District goal.</p> <p>POPULATION: DAEP Students</p> <p>TIMELINE: August 2017-Ju</p>	2.6	Home Campus Administration/Staff DAEP Administration/Staff	Formative: PEIMS Data AEIS Data Summative: PEIMS Data AEIS Data				
							

**Goal 5:** Stillman MS will maintain a safe and disciplined environment conducive to student learning. (TEA Ch. 4, Obj. 8)

**Performance Objective 3:** Refine and implement all safety plans across the district to ensure students are safe in the event of a crisis.

**Evaluation Data Source(s) 3:** Updated safety plan checklist, published district safety plans, Unsafe Schools PEIMS report.

**Summative Evaluation 3:**





Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Provide professional development based on level of expertise and need in the following areas:</p> <ul style="list-style-type: none"> <li>a) Bullying Prevention</li> <li>b) Violence/conflict resolution</li> <li>c) Recent drug use trends</li> <li>d) Resiliency/Developmental Assets</li> <li>e) Dating Violence</li> <li>f) Signs of Child Abuse</li> <li>g) Response to Intervention RTI</li> </ul> <p>Model for behavior research based interventions to allow all BISD staff to recognize and address the issue, as a preventive measure.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: August 2019-June 2020</p>	2.6, 3.2	Principals Asst. Principals Counselors Professional Development Behavioral Specialist RTI Specialist BISD PD	Formative: Attendance Roster, Professional Development Evaluation, PEIMS Discipline Report				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>2) Campuses will develop and maintain an Emergency Operations Plan.</p> <ul style="list-style-type: none"> <li>- Plan must be multi-hazard in nature - Must be reviewed and updated annually by the campus safety and security committee.</li> <li>- The following drills must be practiced accordingly: Lockdown drills (3 times per year), Shelter-in- place, Soft-Lockdown, Drop &amp; Cover, Evacuation.</li> </ul> <p>In order to prevent, protect against, respond to, recover from, and mitigate the effects of incidents, regardless of cause, size, location, or complexity, in order to reduce the loss of life and property and harm to the environment.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: August 2019-June 2020</p>	2.6	Principal Asst. Principals Faculty & Staff Administration BISD Police & Security	Formative: After Action Reviews Sign-In Sheets Summative: Evaluation Audits				
<p>3) Campuses must implement an Identification security system.</p> <ul style="list-style-type: none"> <li>-All faculty must obtain and display an Identification Card while on school grounds</li> <li>-Visitors must present an identification at Sign-In and</li> <li>-Monitored at all times.</li> </ul> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: August 2019-June 2020</p>	3.2	Principal Asst. Principals Faculty & Staff Administration BISD Police Security	Formative: Audit Summative: Evaluation Sheets				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>4) Provide training to office staff conducting a sex offender search on all visitors in order to minimize the number of intruders on campus as well as registered sex offenders.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: August 2019-June 2020</p>	3.2	BISD Security Services	<p>Formative: Training Sign-up sheets Log of Sex Offender Searches</p> <p>Summative: Office Staff Training Sign-in sheets Log of Sex offender searches</p>				
<p>5) Campus based Law Enforcement: Police and Security Officer(s) will be placed and assigned Security throughout the year at middle school. Campus Officers when possible will address current trends with Students, Parents, Campus Faculty and Staff.</p> <ul style="list-style-type: none"> <li>-Gang Awareness</li> <li>-Bullying</li> <li>-Dating Violence</li> <li>-Internet Safety</li> <li>-Drug, Alcohol and Tobacco Awareness</li> <li>-Gun Safety</li> <li>-Teen Community Emergency</li> <li>-Response Team (CERT)</li> <li>-Truancy</li> <li>-Emergency Operations Plan (EOP)</li> <li>-Safety Procedures</li> </ul> <p>As a proactive approach to diminish the number of criminal offenses on school grounds and to prevent victimization of students and staff.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: August 2019-June 2020</p>	2.6, 3.1	<p>Principals</p> <p>Asst. Principals</p> <p>Counselors</p> <p>Parental Involvement</p> <p>BISD Police</p> <p>Security Services</p>	<p>Formative: Evaluations Sign-In Sheets PEIMS Discipline Reports</p> <p>Summative: Training Sign-in sheets</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>6) Parent Presentations will be made periodically at campuses:</p> <ul style="list-style-type: none"> <li>- Gang Awareness</li> <li>- Bullying</li> <li>- Dating Violence</li> <li>- Internet Safety</li> <li>- Drug, Alcohol and Tobacco awareness</li> <li>- Gun Safety</li> <li>- Teen community (CERT)</li> <li>- Truancy</li> <li>- EOP-Safety Procedures</li> </ul> <p>to educate parents to be able to recognize the signs and symptoms related to certain offenses.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: August 2019-June 2020</p>	3.1, 3.2	Principals Asst. Principals Counselors Parental Involvement BISD Police Security Services	Formative: Evaluations Summative: Sign-In Sheets				
<p>7) Implement Dating Violence Policy to: Maintain a written safety plan developed by the campus safety committee:</p> <ul style="list-style-type: none"> <li>- Meet annually with parents for awareness education</li> <li>- Provide training for administrators, counselors, and teachers</li> <li>- Provide counseling for students involved in offenses</li> <li>- Implement enforcement of protective orders and school based alternatives to protective orders designed to empower victims of dating violence to report dating violence.</li> </ul> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p>	3.1, 3.2	Principals Asst. Principals Counselors Professional Development Parental Involvement BISD Police Security Services	Formative: Evaluations Audits Summative: Sign-In Sheets PEIMS Discipline Reports				



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
8) General supplies and materials will be purchased to aid administrators, nurse, counselors and office staff duties such as presentations, meetings, and daily office organization and duties.  POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE  TIMELINE: August 2019-June 2020 CNA P #11	2.4, 2.6	Principal Assistant Principal Dean of Instructional Office Staff School Nurse Counselors	Formative: Sign-in Sheets Summative: Reports (Assessment, Discipline, Absence, School Nurse, etc)				
<b>Funding Sources:</b> 199 Local funds - 8500.00							
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

**Goal 6: Stillman Middle School in collaboration with District Staff, Administration, Parents, and Community will provide required support and resources for the attainment of educational excellence and equity. Parents will be full partners with educators in the education of their children. (TEA Ch. 4, Obj. 1)**

**Performance Objective 1:** There will be a 10% increase of parents involved in campus parental involvement activities from 2019-2020 to 2020-2021.

**Evaluation Data Source(s) 1:** Completed Title I-A Parental Involvement Compliance Checklist, Campus CNA and Title I Parent Survey, Parent Meeting Attendance Rates





**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Complete and disseminate a Parental Involvement Policy so as to delineate how parents will be actively involved at the district / campus level with the intention to increase participation. General supplies will be purchased as needed.  POPULATION: Parents  TIMELINE: Oct.2019- Mar. 2020  CNA pg. 17	3.1, 3.1	Parent Liaison	100% of parents receive parental involvement policy.				
2) Disseminate School-Parent-Student Compacts indicating each group's responsibilities to ensure student achievement.  POPULATION: Parents, Students, & Teachers  TIMELINE: Aug.2019- Sept. 2020	3.1	Parent Liaison	100% of parents receive School-Parent-Student Compact				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
3) Conduct an Annual Title I Meeting to inform parents of services provided through Title I funds. Meetings will be offered in the afternoon for parents that cannot make the meetings in the morning. POPULATION: Parents  TIMELINE: Sept. 2019  CNA D #14	3.1, 3.2, 3.2	Parent Liaison	Increased awareness of Title I fund usage to parents measured by a 5% increase in parent attendance compared to previous year.				
<b>Funding Sources:</b> 211 Title I-A - 900.00							
4) Conduct an annual Campus Title I Parent Survey to evaluate the effectiveness of District and/or Campus Parental Involvement efforts.  POPULATION: Parents  TIMELINE: March 2020	3.1, 3.2	Parent Liaison	Increase of effectiveness of District/Campus Parental Involvement efforts from survey.				
5) Ensure representation of community and parent involvement in the decision-making process. Parents will participate in the review and/or revision of the following to ensure program requirements are met: -Parental Involvement Policy -School-Parent-Student Compact -Campus Improvement Plan -School Performance  POPULATION: Parents  TIMELINE: Aug.2019 - May 2020	3.1, 3.2	Parent Liaison	5% increase in parent participation at parent meetings.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>6) Host a "Parent Orientation" Day to inform parents and community members of daily standard operation procedures and District Policy.</p> <ul style="list-style-type: none"> <li>-Student Code of Conduct</li> <li>-Student-Parent-School Compact</li> <li>-Parental Involvement Policy</li> <li>-Emergency Operation Procedures</li> <li>-Volunteer Guidelines and Opportunities</li> <li>- Meet the Teacher Night</li> </ul> <p>POPULATION: Parents</p> <p>TIMELINE: Aug.2019- September 2020</p>	3.1, 3.2	Parent Liaison	Use Meet the Teacher Night participation and sign-in sheets to measure parent awareness.				
<p>7) Capitalize on District community resources by creating partnership agreements with agencies and organizations.</p> <p>Invite community agencies / organizations to participate and disseminate information about the public services that their agencies offer in order to continue building strong community partnerships.</p> <p>POPULATION: Parents</p> <p>TIMELINE: Apr.2019-May 2020</p>	3.2	Parent Liaison	Increase community partnership by agency or organization.				
<p>8) Educate campus administrators and teachers during faculty and grade level meetings as to the academic and non-academic benefits of a strong parent-school partnership.</p> <p>POPULATION: Parents</p> <p>TIMELINE: Aug.2019- May 2020</p>	3.2	Parent Liaison	Parent-Community Presentation will be held to express importance of teacher-student-parent-community relationship				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>9) Stillman Middle School will schedule its SBDM meetings, which include discussions about budget, master schedule, student programs and initiatives, in August in order to ensure all stakeholders participate actively in the decision-making process. The process will ensure that student needs are represented and considered when determining the allocation of resources.</p> <p>POPULATION: Parents</p> <p>TIMELINE: Aug.2019- May 2020</p>	3.2, 3.2	Dean of Instruction	Increase SBDM participation by 10%				
<p>10) Stillman faculty, staff and the parent liaison will make every effort to increase parental involvement by but not limited to the following activities:</p> <ul style="list-style-type: none"> <li>-Email announcements to parents</li> <li>-Dean Presentation</li> <li>-School Messenger</li> <li>-Website announcements</li> <li>-Team invitation to parents of upcoming parent meetings</li> </ul> <p>Stillman faculty and staff recognize the importance of parents in their children's education in order to increase student preparedness, motivation and cooperation with the school on a daily basis.</p> <p>General Supplies/refreshments will be ordered.</p> <p>POPULATION: Parents</p> <p>TIMELINE: Aug.2019- May 2020</p> <p>CNA D #10</p>	3.1, 3.2	Parent Liaison	5% increase in parent participation at parent meetings.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
11) Parent liaison will be provided with funds to carry out visits to parents home soliciting their support for their children and the school in order to improved student academic success.  POPULATION: Parents  TIMELINE: Aug.2019- May 2020  CNA D #10	3.2	Parent Liaison	Effective usage of allocated funds to create inviting climate at parent meetings and increase in home visitations by parent liaison				
<b>Funding Sources:</b> 211 Title I-A - 900.00, 199 Local funds - 600.00							
12) Stillman staff will update all relevant official student documents (Nurse's Card, Student Release forms, Student Code of Conduct receipts etc.) in order to keep accurate records to contact parents immediately as needed and also to create an email contact list by grade level.  POPULATION: Parents & Students  TIMELINE: Aug.2019- May 2020		Nurse	Documentation of all relevant student documents in Nurse's office.				
13) A Summer Bridge Camp program will be conducted before the beginning of the school year in order to facilitate the transition of incoming 5th Graders to middle school. The camp will be facilitated by the 6th grade teachers.  TIMELINE: August 2019 CNA SAA #6	2.4, 2.6	Dean of Instruction Department Chairs	Students will attend summer bridge to ease elementary school-middle school transition.				
<b>Funding Sources:</b> 211 Title I-A - 0.00							
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

**Goal 7: Educators at Stillman MS will keep current with the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning. (TEA Ch. 4 Obj. 9)**

**Performance Objective 1:** Academic related professional development will improve teacher effectiveness in providing student centered instruction to meet the needs of all students, including those receiving special education, dyslexia, second language and At-Risk supports to improve academic performance and engagement as evidenced by classroom observations.



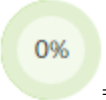

**Evaluation Data Source(s) 1:** Professional development system (PDS) session attendance and evaluation reports, Feedback/Walkthrough report data, T-TESS evaluations

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) All 6th-8th grade teachers will participate in Professional Development activities that will impact student performance to meet the minimum passing standards of state assessments. Supplies will be purchased for teacher training/staff development. Substitutes will be provided if needed. Teacher participation in:</p> <ul style="list-style-type: none"> <li>- Reading</li> <li>- English</li> <li>- ESL</li> <li>- Special Education</li> <li>- Dyslexia</li> <li>- ELAR/SLAR</li> <li>- SIOP Training</li> <li>- ExCELL</li> <li>- TELPAS</li> <li>- ELPS</li> <li>- STAAR</li> <li>- Dyslexia</li> <li>- TLI Cognitive Strategies</li> <li>Making Connections</li> <li>Making Inferences and predictions</li> <li>Determining Importance and Summarizing</li> <li>Language Enrichment II</li> <li>Vocabulary Development</li> <li>- Assessment</li> <li>- questioning strategies</li> <li>- STEM</li> <li>- TEKS</li> <li>- RtI</li> <li>- maintenance trainings</li> <li>- new teacher in-service</li> <li>- technology integration</li> <li>- journaling</li> <li>- word walls</li> <li>- vocabulary development</li> <li>- graphic organizers</li> <li>- Aware</li> </ul>	2.4, 2.5, 2.6	ELA Specialist Principal Dean of Instruction Dept. Head Teachers	Formative: Dissemination of materials acquired through training Lesson Plans Sign-in sheets Walkthroughs  Summative: 2020 STAAR results / TELPAS / TMSFA / EOC				



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p><b>Funding Sources:</b> 199 Local funds - 5000.00, 211 Title I-A - 8538.00, 163 State Bilingual - 0.00</p>							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>2) Stillman Dyslexia Teacher will attend Professional Development which utilizes intensive, multisensory, phonetic methods, as well as writing and spelling components in order to implement a complete comprehensive Dyslexia Program:</p> <ul style="list-style-type: none"> <li>-All new Dyslexia teachers will complete a two year training in Basic Language Skills Dyslexia Reading Program.</li> <li>-Provide training for all Dyslexia teachers in Multisensory Reading and Spelling.</li> <li>-Continue training for all Dyslexia teacher in areas that support and expand their current knowledge in Orton-Gillingham approaches and current trends.</li> <li>-Continue to provide professional development for general education campus teachers and dyslexia teachers in areas of Dyslexia characteristics, Dyslexia student identification and implementation of accommodations.</li> <li>-Dyslexia teachers will be committed to achieve the level of expertise in completing the Dyslexia Practitioner Preparation Program.</li> <li>-Dyslexia teachers will be committed to revise or Update the newly developed Dyslexia Handbook on a yearly basis.</li> </ul> <p>POPULATION: Dyslexia students (6-8grade)</p> <p>TIMELINE: Aug 2019 - Dec 2020</p>	2.4, 2.6	Principal Dyslexia teacher	<p>Formative: Professional Development Evaluations Teacher Transcripts Benchmarks</p> <p>Summative: 2019 STAAR results / TELPAS / TMSFA / EOC</p>				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

**Goal 7:** Educators at Stillman MS will keep current with the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning. (TEA Ch. 4 Obj. 9)

**Performance Objective 2:** The CTE Department will provide on-going professional development for CTE teachers, so that extended learning opportunities, with the use of research-based programs and activities, are provided to students to ensure more opportunities to be college and career ready.

**Evaluation Data Source(s) 2:** Professional development records for CTE, numbers of students in under-served pathways, survey data

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Stillman will maintain a campus-based Technology Support Teachers (TST) that will be given adequate time weekly to support their campus in the area of instructional technology and provide professional development annually in order to improve the integration of technology, including attending conferences.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug.2019-June 2020</p> <p>CNA pg. 21</p>	2.5, 2.6	TST Administration Teachers Administrators for Technology/Sp. Prog.	<p>Formative: STAR Chart</p> <p>Summative: STAR Chart</p>				
<p>2) Students will be taught technology TEKS in order to complete classroom assignments and promote critical thinking skills, and develop projects that foster creativity, innovation, communication, collaboration, information fluency and digital citizenship in all content areas.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug.2019-June 2020</p>	2.4, 2.5	Principals Teachers TST Librarian	<p>Formative: Student grades Rubrics and portfolios</p> <p>Summative: Student grades Rubrics and portfolios Presentations Lesson Plans Documentations showing TA/TEKS</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June

**Goal 8: Technology at Stillman Middle School will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration. (TEA Ch. 4 Obj. 10)**

**Performance Objective 1:** All schools will show a 5% increase in all four key areas of the Star Chart: 1. Teaching and Learning 2. Educator Preparation and Development 3. Leadership, Administration and Instructional Support 4. Infrastructure for Technology

**Evaluation Data Source(s) 1:** EOY Student grades, electronic portfolios, StarChart Survey Results, T-TESS, Professional Development System Summary Reports, Fixed Assets inventory Expenditure reports

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) In order to integrate technology and computer usage, instructional and general supplies will be provided for technology teachers.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Oct.2019 -May 2020</p>	2.5	Principal Technology Teachers	<p>Formative: Texas STAR Chart On-line Administrative Tool</p> <p>Summative: Texas STAR Chart On-line Administrative Tool</p>				
<p>2) Teachers will support the technology currently on campus used to assist students in acquiring research, working on online programs, completing web pages, power point presentations and or using Microsoft office programs for assignments. Stillman Middle school will purchase 200 desktops/laptops, 20 printers for labs/classrooms, 10 document cameras (Lady Bugs) and 20 projectors. Will also purchase toner/ink cartridges for printers.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug.2019-June 2020</p> <p>CNA SPP # 15</p>	2.5	TST Administration Teachers	<p>Formative: STAR Chart Student CNA Survey Results Report Cards Benchmark Results</p> <p>Summative: STAAR Results</p>				
<p><b>Funding Sources:</b> 211 Title I-A - 4500.00, 162 State Compensatory - 15365.00</p>							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>3) Radios will be upgraded and maintained to ensure the safety of all campus faculty, staff, and students.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug.2019-June 2020</p>	2.6	Principal Dean of Instruction Asst Principal Teachers Administrator for State Compensatory Education	<p>Formative: Benchmark Scores Student Progress Reports Lesson Plans Classroom Observations</p> <p>Summative: STAAR</p>				
<p>4) Students will work at computer stations on programs that will increase their math, science, ELA and social studies skills to help increase their level of academic performance and increase their ability to produce computer generated projects. Will purchase site licenses for compass learning and science. Will also purchase calculators for students.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Daily Sept. 2019 Through June 2020</p> <p>CNA SP&amp;P #1</p>	2.5	Principal Dean of Instruction Asst Principal Teachers Administrator for State Compensatory Education	<p>Formative: Benchmark Scores Student Progress Reports Lesson Plans Classroom Observations</p> <p>Summative: STAAR</p>				
<b>Funding Sources:</b> 211 Title I-A - 6000.00, 199 Local funds - 110.00, 162 State Compensatory - 4400.00							
<p>5) TST will provide instruction to students and teachers, as needed, on computer programs and software in order to increase the integration of technology in classroom instruction.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug.2019-June 2020</p>	2.4, 2.5	Principal Facilitator Classroom Teachers Librarian Support Staff	<p>Formative: Walk-throughs Teacher surveys</p> <p>Summative: EOY Grades STaR Chart PDAS</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>6) All 6th through 8th grade students will be scheduled for computer lab to increase their knowledge and use of technology skills.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Sept.2019-June 2020</p>	2.4, 2.5	Principal Facilitator Technology Lab Teacher Classroom Teachers	<p>Formative: Technology 6 wk grades Student Lab Progress Report</p> <p>Summative: EOY grades</p>				

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

## Goal 9: Through enhanced dropout prevention efforts, all students at Stillman Middle School will remain in school until they obtain a high school diploma. (TEA Ch. 4 Obj. 3)


**Performance Objective 1:** Increase the overall district attendance rate to 96.8% with a target of 97.5% for elementary schools, 97% for middle schools and 96% for high schools and improve At-Risk Student Attendance Rate by 10% over prior year attendance.

**Evaluation Data Source(s) 1:** District and campus attendance rates, At-Risk Student Attendance.

### Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Ensure that the campus has a process in place to allow students to enroll in school immediately, even if lacking documentation normally required for enrollment; such as previous school records, medical or immunization records, proof of residency, birth certificate, proof of guardianship, or other documents. (The terms enroll and enrollment includes attending classes and participating fully in school activities.)</p> <p>POPULATION: At-Risk Students</p> <p>TIMELINE: Aug. 28, 2019-June 6, 2020</p>	2.6	<p>Campus Administration Administrator for the Homeless Youth Project Administrator for State Compensatory Education Administrator for Special Programs</p>	<p>Formative: Monthly eSchoolPLUS At-Risk reports will be generated and the Homeless Youth Project will work with the At-Risk Campus Contact to ensure support services are provided to students classified as homeless and Student Progress Reports</p> <p>Summative: STAAR, Attendance rate, retention rate, dropout rate</p>				
<p>2) Implement a Campus Improvement Plan with attendance goals that address procedures, roles, responsibilities and a formal written plan for Monitoring and managing attendance -Ensure that campus student attendance meets District and State rates so that students meet their full educational potential. -Implement campus improvement plan's attendance goals daily</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: 2019 Fall</p>	2.6	<p>Principal Asst. Principals PEIMS Supervisor Attendance Clerks Attendance Liaisons Pupil Services Data Entry Clerk</p>	<p>Formative: Weekly review of campus attendance rates Monitor campus Attendance Management plans via campus visitations by Pupil Services</p> <p>Summative: Semester attendance rates</p>				



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>3) Recognize and award incentives to students with perfect attendance every six weeks and at the end of the year.</p> <p>-To obtain perfect attendance, student must be present the entire instructional day for that attendance reporting period.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug. 2019 - June 2020</p>	2.4, 2.6	Principal PEIMS Supervisor Data Entry Clerk Student Accounting	Formative: Campus documentation				
<p>4) Provide training as needed to effectively implement School Messenger Notification System procedures for effective monitoring of student attendance and maximize instruction. Provide parents with notifications through School Messenger with reference to their child's attendance.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug. 2019 - June 2020</p>	2.6	School Messenger Notification System Trainer Computer Services PEIMS Supervisor Pupil Services Data Entry Clerk	Formative: Agenda Summative: Sign-in Sheets Daily computerized telephone log of calls generated by School Messenger Notification System				
							





**Goal 9:** Through enhanced dropout prevention efforts, all students at Stillman Middle School will remain in school until they obtain a high school diploma. (TEA Ch. 4 Obj. 3)

**Performance Objective 2:** Reduce the Middle School Dropout Rate to less than 1%, increase the High School Completion Rate to 95% and increase the High School Graduation Rate to 91.3%.

**Evaluation Data Source(s) 2:** Drop-out and Graduation rate reports.

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Provide training to campus personnel on the identification of homeless and unaccompanied youth during the enrollment process to ensure that sensitivity techniques are utilized, enrollment procedures do not create barriers, and that students and families are directed to the Homeless Youth Project for further intake.</p> <p>The Homeless Department will ensure support services for students identified as homeless when Stillman counselors and/or office staff advises a student is in need of such services.</p> <p>POPULATION: Homeless Students</p>	2.6, 2.6	Parent Liaison Counselors Principals Dean of Instruction Nurse Teachers Records Clerk	Formative: Campus Registration Packet ERO Session Evaluation Report Monthly, eSchoolPLUS At-Risk reports will be generated and the Homeless Dept. will work with the At-Risk Campus Contact to ensure support services are provided to students classified as homeless. Summative: STAAR Results				
<p>2) Campuses will conduct home visits and monitor withdrawal leaver codes to recover non-returning students.</p> <p>POPULATION: At-Risk Students</p> <p>TIMELINE: Aug. 28, 2019-June 4, 2020            Weekly            CNA D #10</p>	2.6, 2.6	Area Superintendents Administration Home Visitor Attendance Office	Formative: eSchoolPLUS Rosters Home Visit Logs Weekly Dropout Monitor Logs Walk for the Future Campaign  Summative: STAAR Results Dropout Rate				
<b>Funding Sources:</b> 162 State Compensatory - 100.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
3) Stillman staff will monitor the number of students who are classified as dropouts on a systemic cycle throughout the school year. This cycle will provide information needed to recover students.  POPULATION: At-Risk Students  TIMELINE: Aug. 2019 - May 2020 (Specific Dates As specified by District Admin)	2.6	State Compensatory Education Department Principal Asst. Principal Dean of Instruction Counselors	Formative: eSchoolPLUS Dropout Monitor Report  Summative: STAAR Results, Dropout Rates				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished         </div> <div style="text-align: center;">  = Continue/Modify         </div> <div style="text-align: center;">  = No Progress         </div> <div style="text-align: center;">  = Discontinue         </div> </div>							

**Goal 9:** Through enhanced dropout prevention efforts, all students at Stillman Middle School will remain in school until they obtain a high school diploma. (TEA Ch. 4 Obj. 3)

**Performance Objective 3:** All campuses will develop prevention and intervention strategies that increase At-Risk student achievement on STAAR by 10%.

**Evaluation Data Source(s) 3:** STAAR/EOC reports disaggregated for At-Risk students.

**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Stillman Middle School will implement tutorials and remediation strategies in core-area subjects for low-performing students by the 4th week of school in order to decrease the retention rate and improve student achievement. Tutorials to be given during the week and on Saturdays will focus on STAAR standards, and TEKS in all core areas. Tutorials will target incoming 5th graders through Summer Bridge and 6,7,and 8 students.</p> <p>POPULATION: At-Risk Students</p> <p>TIMELINE: Aug. 28, 2019-June 4, 2020</p> <p>CNA SAA #2</p>	2.4, 2.6, 2.6	Principal Dean of Instruction Area Asst. Superintendent Special Programs Administration Administrator for State Compensatory Education	<p>Formative: Tutorial Schedule Attendance Report Lesson Plans Student Sign-In Sheets Teacher Observation Benchmark Scores Student Progress Reports</p> <p>Summative: STAAR Results</p>				
<b>Funding Sources:</b> 162 State Compensatory - 15398.00							
<p>2) Stillman Middle School will unite in bringing resources and services to students and their parents to improve student achievement and attendance.</p> <p>POPULATION: At-Risk Students</p> <p>TIMELINE: Aug. 28, 2019-June 4, 2020 Daily</p>	2.4, 2.5, 2.6	Principal Dean of Instruction Administrator for State Compensatory Education	<p>Formative: Student Progress Reports eSchool PLUS At-Risk Progress Report Benchmark Scores</p> <p>Summative: STAAR, Attendance rate, retention rate, dropout rate</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>3) The Dean of Instruction will facilitate the monitoring of At-risk students by ensuring teachers receive regular research-based professional development trainings, provide benchmark opportunities in order to monitor student progress, organize after-school tutorials, train teachers on assessment updates and accommodations as well as support teachers by providing information regarding curriculum and instruction in order to ensure student success on state assessments.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, DYS, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug. 28, 2019-June 4, 2020</p>	2.4, 2.5, 2.6	Principal Administrator for State Compensatory Education	<p>Formative: ERO Session Evaluation Report ERO Session Attendance Report Lesson Plans Classroom Observations Benchmark Results Student Progress Reports</p> <p>Summative: STAAR</p>				
<p>4) Teachers will receive training on the RTI process, requirements and intervention. Teachers will also complete the RTI Behavior Model Modules. Student data will be documented as needed.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug. 2019-2020</p>	2.6	Principal Dean of Instruction Counselors Teachers	<p>Formative: Sign-in sheets ERO Transcripts ERO Session Evaluation Report Walk-throughs Student Discipline Referrals Report Cards STAAR Results</p> <p>Summative: STAAR Results</p>				
<p>5) Stillman teachers will implement intervention through the Response to Intervention (RTI) 3 Tier Model in order to support student academic growth and success.</p> <p>POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE</p> <p>TIMELINE: Aug. 28, 2019-June 4, 2020</p>	2.6	All teachers Bilingual dept. Sp. Ed Dept Principal Dean of Instruction Curriculum specialist Literacy coaches PEIMS dept	<p>Formative: Texas Middle School Fluency Assessment (TMSFA) Progress Monitoring Benchmark Results STAAR Texas English Language Proficiency Assessment System (TELPAS)</p> <p>Summative: STAAR Results</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
6) Core-area teachers will provide accelerated instruction to improve at risk student achievement and attendance.  POPULATION: At-Risk Students  TIMELINE: Aug. 28, 2019-June 2020	2.4, 2.6	Principals Administrator for State Compensatory Education	Formative: Student Progress Reports, Benchmark results, Classroom Observations Lesson Plans eSchoolPLUS Master Schedule  Summative: STAAR Results				
7) The Dyslexia Teacher will identify and provide language and literacy interventions to improve at-risk and dyslexic student achievement.  POPULATION: At-Risk Students, Dyslexic Students  TIMELINE: Aug. 28, 2019-June 2020	2.4, 2.6	Dyslexia Department Campus Administration Principals Administrator for State Compensatory Education	Formative: Student Progress Reports, Benchmark Results, Classroom Observations Teacher Lesson Plans  Summative: STAAR Results				
8) The At-Risk Counselor will monitor and coordinate intervention programs and activities for at-risk students to meet their instructional needs.  POPULATION: At-Risk Students  TIMELINE: Aug. 28, 2019-June 2020  CNA pg. 8	2.4, 2.6	Campus Administration Administrator for State Compensatory Education	Formative: eSchoolPLUS At-Risk Progress Report Student Logs Student Progress Reports Benchmark Scores  Summative: STAAR Attendance Rate Retention Rate Dropout Rate				
9) Reduce by 5% yearly the out-of-school suspensions on every campus by researching and evaluating 2019-2020 number of days students were absent due to OSS in order to increase campus student attendance rates and improve student instructional levels.  POPULATION: All students (6th, 7th, 8th) TI, SE, DYS, GT, LEP, MI, AR, ELL, CTE  TIMELINE: Aug. 2019 - June 2020	2.6	Principal PEIMS Supervisor Attendance Clerk Discipline Clerk Computer Services	Formative: Principal will analyze OSS report at end of each 6 wks to determine increase or decrease in OSS Summative: 6th Weeks Reports				


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June

**Goal 9:** Through enhanced dropout prevention efforts, all students at Stillman Middle School will remain in school until they obtain a high school diploma. (TEA Ch. 4 Obj. 3)

**Performance Objective 4:** Implement a sustainable coordinated school health system that provides wellness tools and resources which promote the long-term development through student attendance and success of the whole student.

**Evaluation Data Source(s) 4:** Nurse time and effort reports show students immediate health concerns are addressed along with improved report card grades and increased student attendance rates. PAPA, CATCH, and SHAC meetings and reports.

**Summative Evaluation 4:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Implement a food pantry and closet at the campus to provide identified homeless and unaccompanied youth with food items, hygiene products, school supplies, and clothes as needed to meet their academic, social, emotional, and physical needs.  POPULATION: At-Risk Students  TIMELINE: Aug. 2019-June 2020	2.6	Campus Administration Administrator for the Homeless Youth Project Administrator for State Compensatory Education Administrator for Special Programs At-Risk Counselor	Formative: Student Progress Reports  Summative: STAAR, Attendance rate, retention rate, dropout rate				
2) Increase coordination between the campus ESL clerk, migrant clerk, special education clerk and home visitors to determine the whereabouts of non-returning students and to ensure appropriate documentation is in place to recover and document non-returning students.  POPULATION: At-Risk Students  TIMELINE: Aug. 2019-Sept. 2020	2.6	Administration Faculty & Staff Records Clerk	Formative: eSchoolPLUS generated student roster with ESL, ELL and Migrant indicators  Summative: STAAR Results, Dropout Rate				
							



# State Compensatory

## Budget for Stillman Middle School :

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
11	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$690.00
11	6118 Extra Duty Stipend - Locally Defined	\$9,000.00
<b>6100 Subtotal:</b>		<b>\$9,690.00</b>
<b>6200 Professional and Contracted Services</b>		
11	6299 Miscellaneous Contracted Services	\$4,400.00
<b>6200 Subtotal:</b>		<b>\$4,400.00</b>
<b>6300 Supplies and Services</b>		
11	6395 Supplies, DP Operations - Locally Defined	\$750.00
11	6396 Supplies and Materials - Locally Defined	\$3,970.00
11	6398 Computer Supplies/Software - Locally Defined	\$15,365.00
<b>6300 Subtotal:</b>		<b>\$20,085.00</b>
<b>6400 Other Operating Costs</b>		
61	6499 Miscellaneous Operating Costs	\$100.00
<b>6400 Subtotal:</b>		<b>\$100.00</b>

## Personnel for Stillman Middle School :

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Dora Garcia	At-Risk Counselor	State Compensatory	1.0
Elvia Reyes	Math Teacher	State Compensatory	0.50
Irving Martinez	Dean of Instruction	State Compensatory	1.0
Kristal Rangel	English Teacher	State Compensatory	0.50
Mayte Reyna	Reading Teacher	State Compensatory	0.50
Penie Purcell	Dyslexia Teacher	State Compensatory	1.0

# **Title I Schoolwide Elements**

## **ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)**

### **1.1: Comprehensive Needs Assessment**

The Title I, Part A Campus Improvement Plan is based on a comprehensive needs assessment of the entire school that takes into account information on the academic achievement of children in relation to the challenging State academic standards, particularly the needs of those children who are failing, or are at-risk of failing, to meet the challenging State academic standards and any other factors as determined by the Local Educational Agency (LEA).

The campus must provide a summary of the CNA, including a list of the data sources used and a description of the CNA process the campus followed.

The comprehensive needs assessment is the culmination of data taken from every department representative on campus, our counselors, the librarian, and our community body. We tallied the top three votes in each multiple measure of data from each department member as well as every SBDM committee member and came up with an organized list of needs by level of priority. From each of these multiple measures of data, we determined the problem statements with their respective root causes.

CNA was reviewed on May 22nd

## **ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)**

### **2.1: Campus Improvement Plan developed with appropriate stakeholders**

The CIP is developed with the involvement of parents and other members of the community to be served and individuals who will carry out such plan, including teachers, principals, other school leaders, paraprofessionals present in the school, administrators (including administrators of programs described in other parts of this title), the local educational agency, to the extent feasible, tribes and tribal organizations present in the community, and, if appropriate, specialized instructional support personnel, technical assistance providers, school staff, if the plan relates to a secondary school, students, and other individuals determined by the school.

The SBDM Committee consists of the following:

E.J. Martinez Principal ejrmartinez@bisd.us Administrator  
Louis Leal Teacher lbleal@bisd.us Classroom Teacher  
Megan Trevino Teacher mtrevino1@bisd.us Classroom Teacher  
Emilio Figueroa Teacher efigueroa@bisd.us Classroom Teacher  
Patricia Abete Counselor pabete@bisd.us Non-classroom Professional  
Michelle Puig Teacher mbpuig@bisd.us Classroom Teacher  
Cindy Medrano Teacher camedrano@bisd.us Classroom Teacher  
Eustolia Lucio Teacher ecastro@bisd.us Classroom Teacher  
Patricia Valenzuela Parent diciembre26@hotmail.com Parent  
Norma Ayala Parent ayala450@aol.com Parent  
Alfredo Mendez Business Representative asmendez1@bisd.us Business Representative  
Humberto Nunez Business Representative veronica@westlakefamilydentistrytx.com Business Representative  
Irving Martinez Dean of Instruction imartinez2@bisd.us Meeting Facilitator  
Felipe Barrera Human Resource Specialist Fdbarrera@bisd.us District-level Professional

Elisa Gallegos Community representative elisagallegos@bisd.us Community Representative

Ruben Gallegos Community Representative Rubengallegos@bisd.us Community Representative

## **2.2: Regular monitoring and revision**

The CIP remains in effect for the duration of the school's participation under this part, except that the plan and its implementation shall be regularly monitored and revised as necessary based on student needs to ensure that all students are provided opportunities to meet the challenging State academic standards.

The CIP was regularly monitored and revised on the following dates:06/12/2019

## **2.3: Available to parents and community in an understandable format and language**

The CIP is available to the local educational agency, parents, and the public, and the information contained in such plan shall be in an understandable and uniform format and, to the extent practicable, provided in a language that the parents can understand.

The CIP is readily available to parents and community members in hard copy form in the front office per request, and online at the Stillman MS website.

The CIP is provided to parents in English

## **2.4: Opportunities for all children to meet State standards**

i. Stillman MS will provide opportunities for all children, including each of the subgroups of students (economically disadvantage students, students from major racial and ethnic groups, children with disabilities and English learners [Sec 1111(c)(2)]) to meet the challenging State academic standards by identifying said subgroups and urging them to attend after school tutorials as set forth by CNA need #5 of the Student Academic Achievement multiple measure of data.

## **2.5: Increased learning time and well-rounded education**

Stillman MS will use methods and instructional strategies that strengthen the academic program in the school, increase the amount and quality of learning time, and help provide an enriched and accelerated curriculum, which may include programs, activities, and courses necessary to provide a well-rounded education. CNA need #15 of the Student Academic Achievement multiple measure of data will aid in strengthening our curriculum by vertically aligning curriculum leading to a more congruent education by core subject.

## **2.6: Address needs of all students, particularly at-risk**

Stillman MS will address the needs of all students in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards. CNA need #5 of the Student Academic Achievement multiple measure of data will address the needs of at-risk students by providing a strategy to identify struggling at-risk students and providing them with appropriate interventions to help them be successful.

# **ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)**

## **3.1: Develop and distribute Parent and Family Engagement Policy**

The Parent and Family Engagement Policy was developed and reviewed by the SBDM committee members. Our parent liaison aided in the facilitation of the development of this policy and will distribute said policy via e-mail. The campus will also place policy on Stillman website, on the student handbook, and have hard copies readily available at the front office. The Parent and Family Engagement Policy is provided to parents in English and Spanish.

## **3.2: Offer flexible number of parent involvement meetings**

Parent and Family Engagement meetings were held on Tuesdays from 9:30-11:30 a.m. at the parent center at Stillman MS. An afternoon meeting was held once every six weeks for parents that were unable to attend the weekly sessions that were held during the day.

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Alejandra Harwood	Parent Liaison	Title I	1.0
Corina Medina	Nurse	Title i	0.40
Dina Betancourt	Library Aide	Title I	1.0
Dyslexia Aide	Dyslexia Aide	Title I	1.0
Francisco Gomez	Math Teacher	Title I	1.0
Sandra Gonzalez	Federal Programs Aide	Title I	1.0

# 2019-2020 Site Based Decision Making Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	E.J. Martinez	Principal
Classroom Teacher	Penie Purcell	Teacher Y1
Classroom Teacher	Irene Avila	Teacher Y2
Classroom Teacher	Erick Guerra	Teacher Y1
Non-classroom Professional	Patricia Abete	Counselor Y2
Classroom Teacher	Otilia Bolivar	Teacher Y1
Classroom Teacher	Francisco Gomez	Teacher Y1
Classroom Teacher	Eustolia Lucio	Teacher Y2
Parent	Patricia Valenzuela	Parent
Parent	Norma Ayala	Parent
Business Representative	Alfredo Mendez	Business Representative
Business Representative	Humberto Nunez	Business Representative
District-level Professional	Felipe Barrera	Human Resource Specialist



# District Funding Summary

199 Local funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Textbooks	199-11-63-2100-054-Y-11-000-Y	\$300.00
1	1	1	Copy Paper	199-11-6396-00-054-Y-11-000-Y	\$5,000.00
1	1	1	General Supplies	199-11-6399-00-054-Y-11-000-Y	\$10,283.00
1	1	1	GENERAL SUPPLIES	199-11-6399-62-054-Y-11-000-Y	\$2,000.00
1	1	1	GENERAL SUPPLIES	199-11-6399-51-054-Y-11-000-Y	\$2,000.00
1	1	1	GENERAL SUPPLIES	199-11-6399-16-054-Y-11-000-Y	\$1,000.00
1	1	6	Travel & Subsistence - Students	199-36-6412-054-Y-99-000-Y	\$6,000.00
1	1	6	Reclassified Transportation Exp.	199-36-6494-00-054-Y-11-000-Y	\$1,300.00
1	1	6	UIL	199-36-6117-00-054-Y-99-020-Y	\$1,800.00
1	1	6	Reclassified Transportation Exp.	199-11-6494-00-054-Y-11-000-Y	\$1,000.00
1	1	6	Employee Travel	199-23-6411-00-054-Y-99-000-Y	\$0.00
1	1	6	Employee Travel	199-23-6411-23-054-Y-99-000-Y	\$2,000.00
1	1	6	Reclassified Transport EXP/EX	199-36-6494-00-054-Y-99-000-Y	\$1,000.00
1	1	7	Reading Materials Subscriptions	199-12-6325-00-054-Y-99-0-00	\$550.00
1	1	7	Supplies and Materials - LCL DEFI	199-12-6398-00-054-Y-99-0-00	\$400.00
1	1	7	General Supplies	199-12-6399-00-054-Y-99-0-00	\$1,000.00
1	1	7	MISCELLANEOUS CONTRACTED SERVICES	199-12-6299-00-054-Y-99-000-Y	\$500.00
1	1	9	Substitutes	199-11-6112-18-054-Y-99-000-Y	\$5,000.00
1	1	10	Extra Duty pay/Overtime-SUP PE	199-23-6121-08-054-y-99-000-Y	\$450.00
1	1	10	Extra Duty pay/Overtime-SUP PE	199-23-6121-08-054-Y-99-001-Y	\$50.00
1	1	30	Supplies for MAINT/OPERAR-Custodians	199-51-6315-00-054-Y-99-000-Y	\$7,000.00

199 Local funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	30	General Supplies	199-51-6399-00-054-Y-99-000-Y	\$2,000.00
1	1	30	Extra Duty Pay/Overtime-SUP. PE	199-51-6121-47-054-Y-99-000-Y	\$0.00
1	1	30	Extra Duty Pay/Overtime-SUP. PE	199-51-6121-00-054-Y-99-000-Y	\$450.00
1	1	31	Professional Extra Duty pay	199-11-6118-00-054-Y-11-000-Y	\$800.00
1	1	31	SAT Testing	199-31-6497-0-054-Y-99-00-Y	\$350.00
1	1	36	MISCEL OPERATING COSTS - Awards	199-11-6498-00-054-Y-11-000-Y	\$3,000.00
2	1	2	CAPITAL ASSETS - OTHER-L DEF GRP	199-23-6649-65-054-Y-99-000-Y	\$0.00
3	2	1	MISC. OPERATING COSTS - Awards	199-23-6498-00-054-Y-99-000-Y	\$4,000.00
5	3	8	General Supplies	199-23-6399-00-054-Y-99-000-Y	\$2,000.00
5	3	8	GENERAL SUPPLIES	199-33-6399-00-054-Y-99-000-Y	\$1,000.00
5	3	8	Supplies and Materials-LCL DEFI	199-23-6398-00-054-Y-99-000-Y	\$2,500.00
5	3	8	Supplies and Materials-LCL DEFI	199-23-6398-65-054-Y-99-000-Y	\$3,000.00
6	1	11	Employee Travel	199-61-6411-00-054-Y-99-000-Y	\$600.00
7	1	1	Sal/Wages for Subst. Teachers	199-13-6112-18-054-Y-99-000-Y	\$3,000.00
7	1	1	Sal/Wages for Subst. teachers	199-13-6112-18-054-Y-11-000-Y	\$0.00
7	1	1	Miscellaneous Operating Costs (Prof. Dev. Food)	199-13-6499-53-054-Y-99-000-Y	\$2,000.00
8	1	4	Supplies and Materials - Software	199-23-6395-00-054-Y-99-000-Y	\$110.00
<b>Sub-Total</b>					\$73,443.00
<b>Budgeted Fund Source Amount</b>					\$73,443.00
<b>+/- Difference</b>					<b>\$0</b>
162 State Compensatory					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Copy Paper	162-11-6396-00-054-Y-30-000-Y	\$3,970.00
1	1	4	Supplies & Materials - Software	162-11-6395-62-054-Y-30-000-Y	\$750.00
1	1	37	Sal/Wages for Subst Teachers	162-11-6112-18-054-Y-30-000-Y	\$690.00

162 State Compensatory					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
8	1	2	Supplies & Materials - LCL DEFI	162-11-6398-62-054-Y-30-000-Y	\$15,365.00
8	1	4	Miscellaneous Contracted Services	162-11-6299-62-054-Y-30-000-Y	\$4,400.00
9	2	2	Walk for the Future	162-61-6499-53-054-Y-30-WTF-Y	\$100.00
9	3	1	Professional Extra Duty Pay - Reg. Tutorial	162-11-6118-00-054-Y-30-000-Y	\$9,000.00
9	3	1	Professional Extra Duty Pay - SSI	162-11-6118-00-054-Y-24-SSI-Y	\$6,398.00
<b>Sub-Total</b>					\$40,673.00
<b>Budgeted Fund Source Amount</b>					\$40,673.00
<b>+/- Difference</b>					\$0
163 State Bilingual					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1		163-11-6399-00-054-Y-25-000-Y	\$4,225.00
7	1	1	Substitutes	163-13-6399-00-054-Y-25-000-Y	\$0.00
<b>Sub-Total</b>					\$4,225.00
<b>Budgeted Fund Source Amount</b>					\$4,225.00
<b>+/- Difference</b>					\$0
166 State Special Ed.					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Supplies	166-11-6399-00-054-Y-23-0P1	\$1,600.00
1	1	1	Toner	166-11-6399-62-054-Y-23-0P1-Y	\$400.00
1	1	1	Supplies	166-11-6399-00-054-Y-23-0P4-Y	\$1,800.00
1	1	1	Gloves, Velcro, and Vest	166-11-6399-00-054-Y-23-0B0-Y	\$0.00
1	1	1	OHIs	166-31-6219-00-054-Y-23-0N7-Y	\$0.00
1	1	36	Awards	166-11-6498-00-054-Y-23-0P2	\$1,400.00
<b>Sub-Total</b>					\$5,200.00
<b>Budgeted Fund Source Amount</b>					\$5,200.00

**166 State Special Ed.**

Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
					+/- Difference	\$0

**211 Title I-A**

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	General Supplies	211-11-6399-00-054-Y-30-0F2-Y	\$14,122.00
1	1	1	Copy Paper	211-11-6396-00-054-Y-30-0F2-Y	\$6,000.00
1	1	1	Testing Materials	211-11-6339-00-054-Y-30-0F2-Y	\$3,000.00
1	1	1	General Supplies	211-11-6399-62-054-Y-30-0F2-Y	\$7,000.00
1	1	1	General Supplies	211-11-6399-16-054-Y-30-0F2-Y	\$3,000.00
1	1	1	STEM- General Supplies	211-11-6399-00-054-Y-30-STM-Y	\$1,000.00
1	1	1	Extra Duty Pay/Overtime Sup PE	211-11-6121-06-054-Y-30-0F2-Y	\$30.00
1	1	1	Extra Duty Pay/Overtime Sup PE	11-12-6121-06-054-Y-30-0F2-Y	\$20.00
1	1	1	Extra Duty Pay/Overtime Sup PE	211-61-6121-00-054-Y-30-0F2-Y	\$30.00
1	1	6	Employee Travel	211-23-6411-23-054-Y-30-0F2-Y	\$500.00
1	1	6		211-23-6399-00-054-Y-30-0F2-Y	\$2,776.00
1	1	11	Library Aide	211-12-6129-06-054-Y-30-0F2-Y	\$0.00
1	1	12	Support Personnel	211-11-6129-06-054-Y-30-0F2-Y	\$0.00
1	1	12	Support Personnel	211-11-6129-06-054-Y-30-054-Y	\$0.00
1	1	12	Professional Salaries/Wages	211-11-6119-00-054-Y-30-0F2-Y	\$0.00
1	1	13	Professional Extra Duty Pay	211-11-6118-00-054-Y-30-0F2-Y	\$5,086.00
1	1	29	Professional Salaries/Wages	211-33-6119-00-054-Y-30-0F2-Y	\$0.00
1	1	29	General Supplies	211-33-6399-00-054-Y-30-0F2-Y	\$1,500.00
1	1	36	MISCEL OPERATING COSTS - Awards	211-11-6498-00-054-Y-30-0F2-Y	\$4,000.00
3	1	1	General Supplies	211-31-6399-00-054-Y-30-0F2-Y	\$100.00
6	1	3	General Supplies	211-61-6399-00-054-Y-30-0F2-Y	\$900.00
6	1	11	Employee Travel	211-61-6411-00-054-Y-30-0F2-Y	\$900.00

211 Title I-A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
6	1	13	Summer Bridge	211-11-6118-00-054-Y-30-BDG-Y	\$0.00
7	1	1	ALOC-GENERAL SUPPLIES (Prof. Dev.)	211-13-6399-00-054-Y-30-0F2-Y	\$7,638.00
7	1	1	Miscellaneous Operating Costs	211-61-6499-53-Y-30-0F2-Y	\$900.00
8	1	2	ALLOC-SUPPLIES & MATERIALS -LCL DEFI - computers	211-11-6398-62-054-Y-30-0F2-Y	\$0.00
8	1	2	Contracted Maintenance & Repair	211-11-6249-62-54-Y-30-0F2-Y	\$4,500.00
8	1	4	Supplies and Materials - Software	211-11-6395-62-054-Y-30-0F2-Y	\$0.00
8	1	4	Supplies and Materials- Software	211-11-6398-00-054-Y-30-0F2-Y	\$6,000.00
<b>Sub-Total</b>					\$69,002.00
<b>Budgeted Fund Source Amount</b>					\$69,002.00
<b>+/- Difference</b>					\$0
<b>Grand Total</b>					\$192,543.00