

# **Commerce Middle School**

## **Campus Improvement Plan**

### **2009-2010**

Commerce Independent School District

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# **Commerce Middle School Campus Improvement Committee Members 2009-2010**

**Patrick Just, Principal**

Jason Tharp, Administrator (09-10 / 10-11)

## **Business Representatives**

Eddie Smith - Cypress Bank (09-10 / 10-11)

Mike Roberts - Self Employed (09-10)

## **Community Representatives**

Beckey Thompson (09-10 / 10-11)

Gene Casselberry (09-10)

## **Faculty Representatives**

Debora Lytle (09-10 / 10-11)

Clayton Minor (09-10 / 10-11)

Myra Beadles (09-10)

Sarah Jones (09-10)

## **Parent Representatives**

Tricia Greim (09-10 / 10-11)

Eric Gruver (09-10 / 10-11)

Mark Reid (09-10)

**DISTRICT GOAL #1:**

**CISD will provide exemplary programs to ensure that all students are successful learners.**

**CAMPUS GOAL #1:**

**CMS will be recognized by the Texas Education Agency as an exemplary school campus.**

**Campus Strategic Objectives**

1. All student groups will make gains and/or retain a 90% passing rate on all state mandated tests.
2. The attendance rate for the campus will be maintained at 96% or better for all students.
3. The completer rate will be maintained at the exemplary level as defined by the Texas Education Agency.
4. CMS will efficiently and responsibly integrate technology into the curriculum to prepare students to exceed local, state and national standards of excellence (Technology Applications TEKS)
5. CMS will prepare students for transition into middle school and transition to high school.
6. CMS will use technology as a presentation accommodation for students with special needs.
7. CMS will meet Adequate Yearly Progress (AYP) requirements as defined by No Child Left Behind (NCLB).
8. CMS will meet performance requirements of the PBMAS data review.

<b>Strategies</b>	<b>Title I</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Review Dates</b>	<b>Monitoring Documentation</b>
CSO 1,2 Identify all student reading levels and skill deficits using the STAR reading assessment program.	TAA	Local Funds	Teachers; Librarian	Dec. 4; Feb. 5; March 12	STAR reports
CSO 1,2 Schedule peer tutoring opportunities for students on campus and at feeder campuses.	SA; T	Local Funds	Principal	Dec. 4; Feb. 5; March 12	Tutoring records
CSO 1,2,4 Expect 100% of 8th graders to pass the Algebra End-of-Course test.	I	Local Funds	Principal; Teacher	Dec. 4; Feb. 5; March 12	Test results
CSO 1,2,4,8 Provide extended day and extended year services to strengthen academic skills.	SA	Title I A; Title III; ARI/AMI; Local	Principal	Dec. 4; Feb. 5; March 12	Attendance records
CSO 1,2,5 Encourage AP training for all middle school core subject teachers.	I	Title II A; Local Funds	Principal	Dec. 4; Feb. 5; March 12	AP documentation
CSO 1,2,7 Communicate TAKS Parent Night.	PI	Local; Title I A; Title I A - ARRA	Counselor	12/4; 2/5/ 3/12	Sign-in sheets
CSO 1,2,7 Provide continuous support to ESL students.	SA	Title III Funds	Teachers	12/4; 2/5; 3/12	Test scores
CSO 1,2,7 Monitor modification plans for Special Education, At-Risk and 504 students.	CI	IDEA B - ARRA; Local Funds	Principal; Teachers	Dec. 4; Feb. 5; March 12	Meeting notes
CSO 1,2,7 Implement CSCOPE and provide training to all teachers.	PD; RS	Title I A; Title II A; Local Funds	Principal; Curriculum Dir.	Dec. 4; Feb. 5; March 12	Staff Development Sign-in; PDAS Documentation
CSO 1,2,7 Require "Tiger Tracks" to teach organizational skills to students that are struggling.	SA	Local Funds	Principal; Teachers	Dec. 4; Feb. 5; March 12	Tiger Tracks; lesson plans Lesson Plans

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**CAMPUS GOAL #1:**  
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**Campus Strategic Objectives** ( same as Goal 1, Page 1)

Strategies	Title I	Resources	Person(s) Responsible	Review Dates	Monitoring Documentation
CSO 1,2,8 Increase number of books read by students by emphasizing Accelerated Reading Program using incentives.	I	Local Funds	Librarian	Dec. 4; Feb. 5; March 12	AR records
CSO1,2,9 Offer support classes for students not passing TAKS benchmark tests.	SA	Title I A; Local Funds	Principal	Dec. 4; Feb. 5; March 12	Schedule of courses
CSO 1,4 6,7 Provide new technology so that SPED students can access the general curriculum.	SA; RS	T-3; Title II D-ARRA IDEA B-ARRA; Title II D	Principal; SPED Coop, Teachers	Ongoing	Test results
CSO 1,5 7 Conduct high quality professional development for all teachers (CSCOPE, technology integration, math, science).	I	T-3; Title I A; II A,D; Title I A & II A,D - ARRA	Central Office	Ongoing	Sign-in sheets, observed
CSO 1,7 Provide training to teachers working with Special Ed students to support their inclusion in general education.	CI; PD	Title I A; II A; IDEA B - ARRA	Princ.; Tchrs.; Campus Int. Coach	Dec. 4; Feb. 5; March 12	TAKS/SDAA II Test scores; Benchmark test results
CSO 1,7 Implement science enrichment classes for sixth and seventh grades.	SA; RS	Local Funds	Princ.; Tchrs.; Campus Int. Coach	Beginning in Jan.	Class rosters
CSO 1,7 Utilize sixth and seventh grade science teachers for small group tutorial sessions for eighth grade students.	I; SA	Local; Title I A; Title I A - ARRA;	Principal; Teachers	Each six-weeks	Tutoring logs
CSO 1,7 Acquire new technologies to support academic achievement of students.	I	Title I A & II D - ARRA; IDEA B - ARRA; T-3	Principal; Teachers	Each six-weeks	Lesson plans
CSO 1,7 Schedule department planning days once every six-weeks.	PD	Local Funds; Title I A; II A	Principal; Teachers	Each six-weeks	Meeting minutes
CSO 3,6 Reward high achievement and high attendance.	RS	Local Funds	Principal	12/4; 2/5; 3/12	Honor Rolls, Incentives
CSO 6 - Utilize Rosetta Stone and Voyager for ESL students.	I	Title III Funds	ESL Teacher; Administration	Ongoing	Increased passing rate on TAKS
CSO 8 Participate in national "Go Get It" week to emphasize the importance of higher education.		TAMU-C; Local Funds	Counselor	Dec. 4; Feb. 5; March 12	Letter of award
CSO 7,8 Implement intervention strategies for Core Academics and behavior to support Special Ed students.	SA	Title I A - ARRA; IDEA B - ARRA	Campus Intervention Coach	Ongoing	Drop in SPED referrals
CSO 7,8 Utilize software to measure and track success of intervention strategies.		Title I A - ARRA; IDEA B - ARRA	Campus Intervention Coach	Dec. 4; Feb. 5; March 12	Annual evaluation
CSO 8 Participate in third year of the Positive Behavior Support Initiative focusing on classroom procedures.	RS	Local Funds	Principal; Curriculum Dir.	Dec. 4; Feb. 5; March 12	Referrals; discipline data

**DISTRICT GOAL #2:**  
**CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.**

**CAMPUS GOAL #2:**  
**CMS will provide campus facilities to support growth and programs, and provide a safe environment conducive to student achievement.**

**Campus Strategic Objectives**

1. The campus will reduce the number of Student Code of Conduct offenses/referrals as reported by PEIMS.
2. The campus will provide a safe learning/teaching environment.
3. CMS will provide programs that will promote high self-esteem of students and promote campus pride.
4. CMS will establish a discipline management program providing for prevention and education concerning unwanted physical or verbal aggression, sexual harassment, and other forms of bullying in schools, on school grounds, and in school vehicles.

Strategies	Title I	Resources	Person(s) Responsible	Review Dates	Monitoring Documentation
CSO 1 Implement and participate in a dating violence program.	CI	Title IV; Local	Couns.; Asst. Pr.		
CSO 1,2 Practice the CMS emergency plans for fire, disaster, and intruders.		Local Funds	Principal	Dec. 5; Feb. 6; March 13	Record of drills
CSO 1,2 The campus will continually monitor the disciplinary referrals to assure consistency.	SA	PEIMS Report	Asst. Principal	Each six-weeks	Six-Week Reports
CSO 1,2 Continue to participate in the review/revision of the Student Code of Conduct and Student Handbook.		Local Funds	Principal; Teachers	Dec. 5; Feb. 6; March 13	Student Code of Conduct CMS Student Handbook
CSO 1,2 Continue to participate in Crisis Prevention and Intervention.	CI	Local Funds	Tri-County Co-op; Principal	Dec. 5; Feb. 6; March 13	Campus Core Team records
CSO 1,2,3 Provide incentives for positive behavior and progressive discipline procedures for the negative.	SA	Local Funds	Principal Counselor	Dec. 5; Feb. 6; March 13	PEIMS Report; Strike Cards; Six-Week Reports
CSO 1,2,3 Continue participation in Red Ribbon Week, and Tiger Spirit Week.		Local Funds	Principal Counselor	Dec. 5; Feb. 6; March 13	Lesson Plans
CSO 1,2,3 Continue Counselor Intervention Groups and behavior plans for disruptive students.	SA	Local Funds	Counselor	Dec. 5; Feb. 6; March 13	Counselor records
CSO 1,3 Publicize reward programs for good behavior.		Local Funds	Counselor; Principal	Dec. 5; Feb. 6; March 13	Newspaper articles; report of prize winners
CSO 1,3 Provide student leadership organizations and encourage participation in extracurricular activities.		Local Funds	Principal	Dec. 5; Feb. 6; March 13	Roll sheets, rosters of groups
CSO 1,3 Continue the "Strike Card" program to catch good student behaviors.		Local Funds	Asst. Principal	Each six-weeks	PEIMS Reports

**DISTRICT GOAL #2:**

CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

**CAMPUS GOAL #2:**

CMS will provide campus facilities to support growth and programs, and provide a safe environment conducive to student achievement.

**Campus Strategic Objectives** (same as Goal 2, Page 1)

Strategies	Title I	Resources	Person(s) Responsible	Review Dates	Monitoring Documentation
CSO 1,2,3 Communicate student behavior, progress, and activities to parents.	PI	Title I A - ARRA; Title I A; Local	Principal	Dec. 5; Feb. 6; March 13	Report card pick-up; Eduphoria; Newsletters; Tiger Tracks
CSO 1,2,3 Re-evaluate and improve alternative classroom policies and procedures.	CNA	Local Funds	Principal	Dec. 5; Feb. 6; March 13	Revisions to policies
CSO 1,2,3 Implement conflict resolution techniques and train faculty on de-escalation techniques.	SA	Local Funds; IDEA B - ARRA	Principal; Campus Intervention Coach	Dec. 5; Feb. 6; March 13	Safety Survey Report; Sign-in Sheets
CSO 1,3 Implement Skyward for communication between school and home.	PI	Local Funds	Principal Teachers	Dec. 5; Feb. 6; March 13	Eduphoria; e-mail communications
CSO 2 Provide training for District Crisis Management Plan.	PD	Local Funds	Principal	12/4; 2/5; 3/12	Record of review sessions
CSO 2 Implement CHAMPS classroom management guidelines to ensure consistent classroom management.	PD	Local Funds	Principal	Dec. 5; Feb. 6; March 13	Walkthroughs; faculty meeting agendas
CSO 2 Evaluate the 2007-2008 Safety Audit and create an action plan.	RS	Local Funds	Principal; Asst. Principal	Dec. 5; Feb. 6; March 13	Safety Action Plan
CSO 2,3 Continue to support Safe and Drug Free Schools	CI	Title IV Funds	Administration	Each six-weeks	Decreased violence
CSO 2,3,4 Implement "Friends of Rachel's Club"	RS	Title IV Funds	Principal; Asst. Pr.	Each six-weeks	Meeting agendas

**DISTRICT GOAL#3:**

**CISD will invest resources to ensure that students, parents and the community receive optimal educational services.**

**CAMPUS GOAL #3:**

**CMS will support organizational structures and processes that will maximize the effectiveness and efficiency of personnel, facilities and fiscal resources.**

**Campus Strategic Objectives**

1. CMS will annually evaluate/revise the CMS Teacher Handbook and Student Handbook.
2. CMS will continuously adopt, implement, and revise appropriate policies to ensure safety and security at school functions.
3. CMS will actively gather ideas from all stakeholders to improve efficiency and effectiveness.
4. CMS will implement measures to ensure efficient and effective fiscal responsibility.

<b>Strategies</b>	<b>Title I</b>	<b>Resources</b>	<b>Person (s) Responsible</b>	<b>Review Dates</b>	<b>Monitoring Documentation</b>
CSO 1 Gather data to improve the Student Handbook and Teacher Handbook.		Local Funds	Principal; Teachers	Dec. 4; Feb. 5; March 12	Revised handbooks
CSO 2 Conduct an evaluation of campus educational and extracurricular programs to determine effectiveness and efficiency (ESL, GT, technology, Teacher Support Programs, Athletics, Music, 504, Dyslexia, etc.).	CNA	Title I A; Local Funds	Principal; Teachers	Dec. 4; Feb. 5; March 12	Evaluations; meeting minutes
CSO 2,3 Participate in Superintendent's Communication Council.		Local Funds	Teachers	Dec. 4; Feb. 5; March 12	Reports to campus
CSO 2,3 Participate in the development of the District Improvement Plan to increase campus effectiveness.	CI	Local Funds	Principal; Teachers	Dec. 4; Feb. 5; March 12	Revised Plan
CSO 2,3 Participate in the revision of the CISD Acceptable Use Policy and the addition of web site criteria.		Local Funds	Principal; Tech Team	Dec. 4; Feb. 5; March 12	Revised CISD AUP
CSO 3 Conduct fact-finding faculty meetings to improve efficiency, effectiveness, and job satisfaction.	CNA	Local Funds	Principal; Teachers	Dec. 4; Feb. 5; March 12	Meeting agendas
CSO 4 Use of online purchase order program to streamline PO system.		Local Funds	Principal; Dir. of Finance	12/4; 2/5; 3/12	District Financial Reports
CSO 3 Conduct annual campus site committee meetings to formulate policies.		Title I A; Local Funds	Principal; Committee	Dec. 4; Feb. 5; March 12	Sign-in sheets
CSO 3 Purchase and utilize technology to monitor teacher and student performance, including lesson planning, curriculum documents and assessment. (Scanner, WEBCCAT, DMAC, Safari Montage, CSCOPE, Skyward)	PD; RS	Local Funds; T-3 Grant; Title I A; Title II D - ARRA	Principal;  Curriculum Dir.	December 4;  February 5; March 12	TAKS/SDAA testing

**DISTRICT GOAL #4:**

**CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.**

**CAMPUS GOAL #4**

**CMS will collaborate and communicate with community stakeholders to advance the campus mission statement.**

**Campus Strategic Objectives**

1. CMS will support community awareness of CISD's Mission and Long Range Goals.
2. CMS will provide opportunities for stakeholders to meaningfully participate in school planning.
3. CMS will provide avenues for stakeholders to express concern/ideas as related to campus issues.
4. CMS will increase the quality of community and parental involvement with our campus and the campus' involvement in the community.
5. CMS will raise community awareness of CMS programs and activities.

<b>Strategies</b>	<b>Title I</b>	<b>Resources</b>	<b>Person (s) Responsible</b>	<b>Review Dates</b>	<b>Monitoring Documentation</b>
CSO 1 Establish e-mail database to communicate with parents.	PI	Local Funds	Principal	12/4; 2/5; 3/12	Newsletters; Parent Access
CSO 1 Increase activities with business and community members in community led events.	PI	Local Funds	Principal; Sponsors	Dec. 4; Feb. 5; March 12	Report on Projects
CSO 1,2,3 Mail borderline/failing progress reports at 3-weeks.	PI	Local Funds	Principal	12/4; 2/5; 3/12	Progress Reports
CSO 1,2,3 Conduct parent-teacher conferences.	PI	Title I A	Principal	12/4; 2/5; 3/12	Teacher records
CSO 1,2,3,4 Actively encourage participation in PTO.	PI	Title I A	Principal	12/4; 2/5; 3/12	PTO Enrollment
CSO 1,2,3,4 Publicize CMS/CISD web site on all communications.	PI	Local Funds	Principal	12/4; 2/5; 3/12	Letterheads
CSO 1,2,3,4,5 Provide members for the Superintendent's Communication Council to provide updated information regarding CMS and CISD.		Local Funds	Principal; Superintendent	December 4; February 5; March 12	Feedback from meetings
CSO 1,2,4 Conduct Parent Recognition Night at a basketball game.	PI	Local Funds	Principal; Counselor	Dec. 4; Feb. 5; March 12	Flyer
CSO 1,2 5 Encourage parental involvement in CMS activities.	PI	Title Funds	All Staff	12/4; 2/5; 3/12	More parents involved
CSO 1,3,4 Utilize technology to promote parent communication with school personnel.	PI	T-3 Grant; Local Funds	Principal; Parents	December 4; February 5; March 12	Eduphoria
CSO 1,4,5 Increase publicity of CMS students and activities.	PI	Local Funds	Principal	March 12	Newspaper; newsletters
CSO 2,3,4 Implement the Communities In Schools Program on CMS campus to increase opportunities for community members to become involved as mentors and tutors.	SA: CI	CIS Funds; Title I A; Local Funds	Principal; CIS Campus Manager	December 4; February 5; March 12	CIS records
CSO 2,4 Encourage parents to contact teachers via e-mail on the CISD Web site.	PI	Local Funds	Principal	Dec. 4; Feb. 5; March 12	Teacher records

**DISTRICT GOAL #4:**  
**CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.**

**CAMPUS GOAL #4**  
**CMS will collaborate and communicate with community stakeholders to advance the campus mission statement.**

**Campus Strategic Objectives** (same as Goal 4, Page 1)

<b>Strategies</b>	<b>Title I</b>	<b>Resources</b>	<b>Person (s) Responsible</b>	<b>Review Dates</b>	<b>Monitoring Documentation</b>
CSO 2,4 Conduct Parent Game Night and Meet the Teacher.	PI	Title I A; Title I A - ARRA	Principal	12/4; 2/5; 3/12	Flyers
CSO 3,4 Continue to mail all report cards to parents.	PI	Local Funds	Principal	12/4; 2/5; 3/12	Report cards
CSO 4 Increase student community service projects and other opportunities for students to contribute and feel valued.		Local Funds	Principal; Sponsors	Dec. 4; Feb. 5; March 12	Report on projects
CSO 4 Encourage teachers to apply for Educational Grants through the Commerce Educational Foundation.		Local Funds	Principal; Superintendent	Dec. 4; Feb. 5; March 12	Implementation of programs after grants are awarded
CSO 5 Sending recognition of the Tiger 200 Winners out into the Community as ambassadors of CMS.		Local Funds	Principal; Asst. Principal	Dec. 4; Feb. 5; March 12	Parental feedback; student surveys

**DISTRICT GOAL #5:**  
**CISD will attract and retain qualified employees by providing competitive benefits, compensation, and the training and tools necessary for success.**

**CAMPUS GOAL #5:**  
**CMS will attract and retain qualified employees by promoting successful teaching experiences, administrative support, and quality professional training in a well maintained teaching environment.**

**Campus Strategic Objectives**

1. CMS will recruit quality employees who are proven in teacher preparation program or in assignment.
2. CMS will increase minority teaching staff to align with campus demographics.
3. CMS will identify and plan training and staff-development that is aligned with campus goals.
4. CMS will increase faculty/staff retention rate to 90% or higher.

Strategies	Title I	Resources	Person(s) Responsible	Review Dates	Monitoring Documentation
CSO 1 Place teachers in areas of certification.	HQ	Local Funds	Princ.; Personnel Dir.	12/4; 2/5; 3/12	Report to superintendent
CSO 1 Pay stipends for teachers certified in High Need Areas.	HQ	Title II A	Central Office	Ongoing	Increase in teacher retention
CSO 1,2 Continue university partnerships for teacher recruiting and CPTD professional seminars.	HQ	Local Funds	Principal	Dec. 4; Feb. 5; March 12	Intern Program; CPTD Records
CSO 1,2,3,4 Leadership team visit other schools to gather ideas for improvement.		Local Funds	Principal	Dec. 4; Feb. 5; March 12	Record of visits
CSO 1,2,4 Provide opportunities for extra pay (i.e. gate keeper afterschool program, UIL coaching of academic events).	HQ	Local Funds; Title I A	Principal	Dec. 4; Feb. 5; March 12	Record of events; payroll
CSO 1,3,4 Provide professional development aligned with campus goals (CSCOPE, technology integration, math, science).	PD	Title I A; II A,D; I A & II D - ARRA; T-3 Grant	Princ.; Curriculum Director; Secondary Curriculum Facilitator	Dec. 4; Feb. 5; March 12	Attendance sheets
CSO 1,4 Participate in workshops for all employees on various topics such as investments, personal financial management, and wellness.		Local Funds	Personnel Director	December 4; February 5; March 12	Record of workshops and topics
CSO 2,3 Increase teachers with ESL and SPED certification.	HQ	Title I A - ARRA	Central Office	Ongoing	More certified ESL/SPED teachers
CSO 3 Provide technology training for student attendance and grade book.	PD	Local Funds	Technology Director	Dec. 4; Feb. 5; March 12	Sign-in Sheets
CSO 3 Train all staff to administer the TAKS.		Local Funds	Counselor	12/4; 2/5; 3/12	Signed documentation
CSO 3 Participate in an electronic system for the management of staff development activities.	PD	Local Funds	Teachers	Dec. 4; Feb. 5; March 12	On-line access reports

**DISTRICT GOAL #5:**  
**CISD will attract and retain qualified employees by providing competitive benefits, compensation, and the training and tools necessary for success.**

**CAMPUS GOAL #5:**  
**CMS will attract and retain qualified employees by promoting successful teaching experiences, administrative support, and quality professional training in a well maintained teaching environment.**

**Campus Strategic Objectives** (same as Goal 5, Page 1)

<b>Strategies</b>	<b>Title I</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Review Dates</b>	<b>Monitoring Documentation</b>
CSO 3 Encourage teachers to acquire additional certifications (ESL, GT, Technology Applications).	HQ	Title I A; II A; Title I - ARRA	Principal; Personnel Dir.	Dec. 4; Feb. 5; March 12	Increased certifications
CSO 3 Develop catalogue of curriculum and library resources.	I	Local Funds	Principal; Librarian	12/4; 2/5; 3/12	Purchase Orders
CSO 3 Provide teachers opportunities to observe master teachers in district to develop their best practices.	PD	Local Funds	Principal	Dec. 4; Feb. 5; March 12	Observation reports
CSO 3,4 Utilize Electronic Gradebook to reduce paperwork and increase communication with students and parents.	PI	Local Funds	Teachers	Dec. 4; Feb. 5; March 12	Eduphoria; teacher records
CSO 4 Provide time for bringing faculty together for camaraderie time.		Local Funds	Principal	Dec. 4; Feb. 5; March 12	Report
CSO 4 "Teacher of the Month" program.		Local Funds	Principal	12/4; 2/5/ 3/12	Board minutes
CSO 4 Participate in a mentoring program for new hires and provide collaboration time.	HQ	Title I A - ARRA; Title II A; Local	Curriculum Dir.; Principal	Dec. 4; Feb. 5; March 12	Reduce turnover rate; CPE Database

# Commerce Middle School

Campus Strategic Goals / Objectives	YES	NO
<b>CAMPUS GOAL #1: CMS will be recognized by the Texas Education Agency as an exemplary school campus.</b>		
1. All student groups will make gains and/or retain a 90% passing rate on all state mandated tests.		
2. The attendance rate for the campus will be maintained at 96% or better for all students.		
3. The completer rate will be maintained at the exemplary level as defined by the Texas Education Agency.		
4. CMS will efficiently and responsibly integrate technology into the curriculum to prepare students to exceed local, state and national standards of excellence (Technology Applications TEKS).		
5. CMS will prepare students for transition into middle school and transition to high school.		
6. CMS will provide opportunities for students beyond the classroom setting with the 21st Century Learning Center Grant.		
7. CMS will meet Adequate Yearly Progress (AYP) requirements as defined by No Child Left Behind (NCLB).		
8. CMS will meet performance requirements of the PBMAS data review.		
<b>CAMPUS GOAL #2: CMS will provide campus facilities to support growth and programs, and provide a safe environment conducive to student achievement.</b>		
1. The campus will reduce the number of student code of conduct offenses/referrals as reported by PEIMS.		
2. The campus will provide a safe learning/teaching environment.		
3. CMS will provide programs that will promote high self-esteem of students and promote campus pride.		
4. CMS will establish a discipline management program providing for prevention and education concerning unwanted physical or verbal aggression, sexual harassment, and other forms of bullying in schools, on school grounds, and in school vehicles.		
<b>CAMPUS GOAL #3: CMS will support organizational structures and processes that will maximize the effectiveness and efficiency of personnel, facilities and fiscal resources.</b>		
1. CMS will annually evaluate/revise the CMS Teacher Handbook and Student Handbook.		
2. CMS will continuously adopt, implement, and revise appropriate policies to ensure safety and security at school functions.		
3. CMS will actively gather ideas from all stakeholders to improve efficiency and effectiveness.		
4. CMS will implement measures to ensure efficient and effective fiscal responsibility.		
<b>CAMPUS GOAL #4: CMS will collaborate and communicate with community stakeholders to advance the campus mission statement.</b>		
1. CMS will support community awareness of CISD's Mission and Long Range Goals.		
2. CMS will provide opportunities for stakeholders to meaningfully participate in school planning.		
3. CMS will provide avenues for stakeholders to express concern/ideas as related to campus issues.		
4. CMS will increase the quality of community and parental involvement with our campus and the campus' involvement in the community.		
5. CMS will raise community awareness of CMS programs and activities.		
<b>CAMPUS GOAL #5: CMS will attract and retain qualified employees by promoting successful teaching experiences, administrative support, and quality professional training in a well maintained teaching environment.</b>		
1. CMS will recruit quality employees who are proven in teacher preparation program or in assignment.		
2. CMS will increase minority teaching staff to align with campus demographics.		
3. CMS will identify and plan training and staff-development that is aligned with campus goals.		
4. CMS will increase faculty/staff retention rate to 90% or higher.		

## Title I Schoolwide Components

	<b>Component</b>
CNA	Comprehensive needs assessment
RS	Schoolwide reform strategies
I	Instruction
PD	High-quality and on-going professional development
HQ	Strategies to attract highly qualified teachers
PI	Strategies to increase parent involvement
T	Plans for assisting students in the successful transition from early childhood programs to local elementary schoolwide programs
TAA	Measures to include teachers in decisions regarding the use of academic assessments
SA	Activities to ensure that students who experience difficulty attaining proficiency receive effective and timely additional assistance
CI	Coordination and integration of federal, state and local services and programs