

Commerce Independent School District
Commerce Middle School
2019-2020 Campus Improvement Plan

Mission Statement

In partnership with families and community, Commerce Middle School will provide all students an exemplary education, preparing them to be successful, productive citizens.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

At Commerce Middle School, we have an instructional focus that aims to increase students' academic achievement, as well as their social-emotional health and overall well being. Our community partners include Alliance Bank, B&A Concrete, C-CAP, Omega's, and Texas A&M University-Commerce.

Our student breakdown is as follows: *Data from 2017-18 (TAPR)

American Indian- 0.3%

Asian/Pacific Islander- 3.3%%

African American- 20.2%

Hispanic- 22.1%

White- 49.8%

Multi-Racial- 4.2%

Mobility rate- 15.9%

Economically Disadvantaged- 55.9%

Total Enrollment as of 9/7/2017: 325

6th grade: 116

7th grade: 100

8th grade: 109

Demographics Strengths

We have strong community partnerships that help to support faculty, staff, students, and parents. Our partnership with Texas A&M University has resulted in funding for the different programs, student teachers, student-mentors for mentoring girls and boys mentoring programs, and professional guest speakers.

Problem Statements Identifying Demographics Needs

Problem Statement 1: We are challenged to motivate and educate students who are one or more years below grade level academically. **Root Cause:** Faculty and staff are not trained to work with culturally diverse and minority students. Staff has not included instructional materials and subject matter that include diverse topics and culturally sensitive issues.

Student Academic Achievement

Student Academic Achievement Summary

Students are assessed throughout the school year through formative and summative means. Data is constantly utilized to identify student strengths and weaknesses, specifically by TEKS objective. Students are assigned tutorials based on areas of growth academic deficiencies to reinforce and rebuild those skills.

Student Academic Achievement Strengths

Our new teaching cycle uses data from the TEKS Resource System including the Year-at-a-Glance, and various instructional materials to create intervention programs for students based on non-mastery of unit assessments. Our enrichment period allows for tutorials during the school day.

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Our sub-population performance on the STAAR test has been below state requirements and district goals. **Root Cause:** Difficulty retaining experienced quality teachers.

School Processes & Programs

School Processes & Programs Summary

Commerce Middle School offers the following instructional and curricular courses: honors level, CTE, resource, BIM, Spanish, choir, band, athletics, MTA, EL services, 504 services, and Art. We also offer HS credit courses: Health, Spanish, and Algebra 1.

Our personnel is completely staffed.

1 Principal

1 Assistant Principal

1 Counselor

1 full-time Nurse

25 Teachers

6 Paraprofessionals

1 Secondary Curriculum Coordinator

School Processes & Programs Strengths

We have a climate and culture of shared leadership, which is centered around high expectations for students, parents, families, faculty, staff, and the community. We believe in investing in our teachers and support staff, to foster growth in becoming experts in their craft. Our programs are specifically tailored for our student population. Our program is unique, and offers opportunities for innovation and creativity among students, faculty, and staff.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: We lack minority parent participation in academic programs. **Root Cause:** Several obstacles limit minority parents participation in students educational career.

Perceptions

Perceptions Summary

At Commerce Middle School, we are a service organization and our duty is to serve our students, families, parents, and the community with the best intentions and utmost respect. Administration, faculty, and staff work hard to provide outstanding customer service.

Perceptions Strengths

At Commerce Middle School, we purposefully create programs to build relationships with students, parents, families and the community. At Commerce Middle School, we go to great lengths to involve all students in a program offered on campus to learn the value of being part of a team and to create future leaders.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Student participation is limited in the after school activities. **Root Cause:** Prior commitment and obligations create a hindrance to participation in after-school activities

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

- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8
- Observation Survey results

Student Data: Student Groups

- STEM/STEAM data
- Dyslexia Data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback

- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 1: Commerce Middle School students will increase scores on STAAR that will meet or exceed the state standards for all sub-populations specifically sub-population groups which scored lower than 60% from the previous year.

Evaluation Data Source(s) 1: Students will increase scores on STAAR in all areas by 10% or 1 to 2 years of growth in all tested STAAR areas.


Summative Evaluation 1:

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>TEA Priorities Improve low-performing schools</p> <p>ESF Levers Lever 1: Strong School Leadership and Planning 1) Hiring of Secondary Curriculum Coordinator to monitor curriculum instruction and assist in disaggregating student data for stakeholders to use in making well informed instructional decisions.</p>	2.4, 2.5, 2.6	Principal Curriculum Coordinator Assistant Superintendent	STAAR data will reflect significant student growth in the areas of Student Achievement and Closing the Gaps on TEA Accountability Rating				
<p>TEA Priorities Improve low-performing schools</p> <p>ESF Levers Lever 5: Effective Instruction 2) Utilize and disaggregate STAAR data to make well informed decisions on instruction, outline goals for Targeted Improvement Plan, and adhere to TEA time line/rubric for submission on TIP to TEA.</p>	2.4, 2.6	Principal Curriculum Coordinator Teachers	STAAR data will reflect significant student growth in the areas of Student Achievement and Closing the Gaps on TEA Accountability Rating.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Comprehensive Support Strategy Additional Targeted Support Strategy TEA Priorities Improve low-performing schools ESF Levers Lever 5: Effective Instruction 3) Utilizing STAAR, interim and unit assessment data to establish small student groups for monitoring and targeted instruction.	2.4, 2.6	Principal Assistant Principal Teachers Curriculum Coordinator	Increasing scores on unit and district benchmarks by 10% of the previous year. Increase students academic gains and growth by 1 to 2 years.				
Comprehensive Support Strategy Additional Targeted Support Strategy TEA Priorities Improve low-performing schools ESF Levers Lever 5: Effective Instruction 4) Students in Reading, Writing, Math, Science, and Social Studies will create data folders to track academic progress and growth as it aligns with the TEKS and STAAR data. 5) Students who did not meet the minimum score on STAAR will be required to attend tutorials and receive target small group instruction to close gaps.	2.4	Principal Assistant Principal Teachers Students	Students will track progress throughout the year in all core subjects. Students will demonstrate an increase of 10% or 1 to 2 years of growth.				
Targeted Support Strategy TEA Priorities Improve low-performing schools ESF Levers Lever 4: High-Quality Curriculum Lever 5: Effective Instruction 6) Implementation of a teaching cycle based on the Fundamental 5 for all teachers. All teachers received training on how to review the TEKS, the Year-At-A- Glance (YAG) and other resources in the Teacher Resource System.	2.5	Principal Assistant Principal Teachers Curriculum Coordinator	Teachers plan and execute effective lessons.				
Comprehensive Support Strategy 7) The master schedule supports subject area common planning periods.		Principal Assistant Principal Counselor	Lesson plans are stream lined based on collaboration. Participation and attendance through PLC minutes.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
8) Continuation of an Honors Program criteria to increase rigor, challenge, and incorporate project based learning.		Principal Assistant Principal Department Chairs Teachers	Academic performance on report cards, unit tests, and the quality of enhancement activities (projects.)				
9) The Texas ACE grant will provide after school and summer programs for all students. The goal of the federally funded grant program is to help foster students academic success which includes: homework help with CISD teachers, enrichment activities with trained Boys & Girls Club staff including robotics programs, technology, fine arts, outdoor/physical and field trips.	2.6	Principal Assistant Principal Teachers	Academic performance, attendance, and the quality of enhancement activities should increase.				





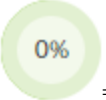

100% = Accomplished
 ➔ = Continue/Modify
 0% = No Progress
 ✗ = Discontinue

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 2: Funding will be used to implement programs and provide support for students who are at-risk, identified through MTSS, section 504, and qualify for special education services to target sub-populations identified by the system safeguard data.

Evaluation Data Source(s) 2: Documentation of strategies implemented in the classroom, unit tests, students grades on report cards, and students attendance.

Summative Evaluation 2:





Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Comprehensive Support Strategy Additional Targeted Support Strategy ESF Levers Lever 5: Effective Instruction 1) Developed smaller intervention courses for Math and ELAR for grades 6, 7, and 8 in SPED instructional classes.	2.6	Principal Assistant Principal Special Programs Coordinator Teachers Students Parents	Students will be in research based smaller classes. Increase in grades by 10% or growth of 1 to 2 years.				
Funding Sources: 211 - Title I, Part A - 0.00							
Comprehensive Support Strategy TEA Priorities Build a foundation of reading and math 2) Implementation and continuation of the MTA program for students who are identified as dyslexic.	2.6	Principal Assistant Principal MTA Teacher	Students will successfully pass levels through the MTA program, Levels 1-8.				
Comprehensive Support Strategy 3) Continuation of Girls and Boys Mentoring Program for students grades 6-8 who are identified as at-risk. Guest speakers, daily lessons, and team building activities will enhance leadership and career readiness skills. Partnerships include the City of Commerce and Texas A&M University-Commerce.	2.6	Principal Assistant Principal Teacher Sponsors TAMU-C mentors Guest Speakers from the City of Commerce	Decrease in student participants discipline by 10%. Increase in students overall grade average in all courses by 10%.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 3: Funding sources will be used to implement programs and provide additional support for students who are identified for services as ELs and/or Special Education.

Evaluation Data Source(s) 3: Student growth and academic achievement in core area subjects.

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Comprehensive Support Strategy 1) Implementation and continuation of Content Mastery for students who qualify for special education services based on ARD committee decisions.	2.4, 2.5	Principal Assistant Principal Special Education Department Chair Teachers	Students will have the extra instructional support needed for academic growth of 25%. Students will demonstrate growth on district benchmarks through their data folder.				
Comprehensive Support Strategy 2) EL coordinator monitors, supports, and identify ELs throughout the school year.	2.4	Principal Assistant Principal EL Coordinator	Students will increase STAAR scores by 1 to 2 years of growth or an increase in 25% from the previous year in STAAR tested subjects. Annual review through the LPAC committee of academic progress on TELPAS, students will show 1 to 2 years of growth or an increase in 25% in all subjects. Possible exit if student meets exit requirements.				
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Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.





Performance Objective 4: Students will be offered a curriculum that includes state of the art technology and programs simulating real world learning

Evaluation Data Source(s) 4: Data from library use.

Data from usage of chrome carts.

Data from usage of online instructional programs.

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Comprehensive Support Strategy Additional Targeted Support Strategy 1) Facilitate and provide opportunities for students to use technology in all classes to enhance learning and foster an environment of inquiry.	2.5	Principal Assistant Principal Teachers Library Specialist Instructional Technology Coordinator	Increased usage of the library by 10%, chrome books by 10%, and online instructional programs by 10%.				
<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 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 5: All students will develop skills for successful transition to high school, post secondary education, and introduction to career paths.

Evaluation Data Source(s) 5: Counselor provides information and support based on student performance and interest with students, parents, and families.

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Comprehensive Support Strategy TEA Priorities Connect high school to career and college 1) All students will participate and complete a college and career interest inventory and will receive College and Career instruction and guidance.</p>	2.5	Principal Assistant Principal Counselor Teachers Students Parents	Data from interest inventory and students engagement will be shared with students, parents, and high school counselor.				
<p>Comprehensive Support Strategy Additional Targeted Support Strategy 2) All 8th grade students will participate in the NETCAT Career Fair during the spring.</p>		Principal Assistant Principal Counselor Teachers Students Parents	Student participation via attendance and sign-in sheets.				
<p>Comprehensive Support Strategy Additional Targeted Support Strategy 3) AVID (Advancement Via Individual Determination) curriculum is being utilized in College and Career Course.</p>		Principal Assistant Principal Counselor TAMU-C representative Teachers Students Parents	<p>WICOR in all classes (Writing across the curriculum) increased by 10%.</p> <p>Organizational strategies for all students through notebook and academic list of assignments weekly check by AVID teacher.</p> <p>Implementation of Cornell notes, students required to defend their answers through critical thinking skills. Checked through student completion.</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 6: Enhance Career and Technical (CTE) opportunities for students

Evaluation Data Source(s) 6: Program enrollment, participation, and successful learning

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Collaborate with Commerce High School to conduct a comprehensive review of CTE offerings.	2.5	Principal Assistant Principal Counselor	Students will be provided course offerings.				

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

Performance Objective 1: Commerce Middle School will provide a safe, orderly, and welcoming environment where all stakeholders can learn and have a sense of pride for the campus.


Evaluation Data Source(s) 1: Raptor reports

Nurse reports

Student survey data

Safety Drill reports data

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Continued use and monitoring of visitors through Raptor security system.		Principal Assistant Principal Secretary School Resource Officer	Data reports from Raptor system indicating cleared visitors on campus. Decrease in known offenders on campus during the school day by 90%.				
Funding Sources: 461 - Campus Activity Fund - 500.00							
2) Implementation of campus safety drills: Inclement weather, lock down, fire, and tornado for all students, faculty, and staff.		Principal Assistant Principal School Resource Officer Teachers Students	Decrease in time for students to exit the building during an campus drills based on data. Students, faculty, and staff responses and actions during drills are appropriate.				
							


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


Performance Objective 2: CMS will achieve an attendance rate above 97%.


Evaluation Data Source(s) 2: Attendance data
Feedback from parents


Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Additional Targeted Support Strategy 1) Continuation of automated school messenger software to notify parents if students are not in school.		Principal Assistant Principal Counselor PEIMS clerk Teachers Parents	Student attendance will increase by 10%.				
Comprehensive Support Strategy Additional Targeted Support Strategy 2) Educate students and parents regarding the 90 Day Rule and Truancy. Letters will be sent home to all parents of students who have attendance compliance issues.		Principal Assistant Principal Counselor District Truancy officer Teachers Parents	Increased in attendance rate among all students by 10%. Documentation of visits by Truancy Officer and SRO.				

 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

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

Performance Objective 3: Students unable to function in the regular classroom due to disciplinary problems will be provided an alternative educational program.

Evaluation Data Source(s) 3: Students discipline data

Teacher input


Parental Input

Administrative Input

Attendance rate of DAEP

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Implementation of Restorative Practices.		Principal Assistant Principal Counselor Teachers Students Parents	Decrease in student discipline by 10%. Increase in student participation in organizations and clubs by 10%.				
2) Implementation of Behavior Management System.		Principal Assistant Principal Counselor Teachers Students Parents	Decrease in student violations of the CISD code of conduct. Implementation of the SS101 form Logging SPED out of placements and Smart ISS.				



100% = Accomplished → = Continue/Modify 0% = No Progress X = Discontinue

Goal 3: CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Performance Objective 1: Parent and community involvement opportunities will be continuous throughout the school year.

Evaluation Data Source(s) 1: PTO membership
Meeting agendas/minutes
Sign in sheets

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Comprehensive Support Strategy Additional Targeted Support Strategy 1) Brainstorm and implement strategies to increase Parent Teacher Organization (PTO) participation at CMS.	3.2	Principal Assistant Principal Teachers Students Parents Community Members	Continuous increase of membership. Continuous increase of attendance and participation.				
Comprehensive Support Strategy Additional Targeted Support Strategy 2) Host monthly parent, family, and community engagement opportunities on campus.	3.1	Principal Assistant Principal Teachers Parents Community members	Increased collaboration and partnership between parents, families, and CMS. Literacy Night, Math Night, and Science Night.				
3) Open communication through the monthly Table Talk with the Principal.	3.2	Principal Parents	Documentation of parent comments, concerns, and ideas as well as sign in sheets.				
4) Development of community partnerships with area businesses: Alliance Bank, Fix and Feed, CCAP, and other area businesses.		Principal Assistant Principal Counselor Teachers Area Businesses	Increased community involvement through collaboration and sponsorship by 10%.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June

Goal 3: CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Performance Objective 2: Commerce Middle School will improve communication among school staff, parents, students, and community members

Evaluation Data Source(s) 2: Data from School Messenger





Feedback from all stakeholders

Subject/ grade/ campus wide PLC minutes

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Comprehensive Support Strategy Additional Targeted Support Strategy 1) Implementation of School Messenger to give parents and community updates of CMS events.	3.2	Principal Assistant Principal Principal Secretary	Feedback from parents & community.				
Comprehensive Support Strategy 2) Parents notices sent home by students.	3.2	Principal Assistant Principal Principal's Secretary Teachers Students Parents	Increase keeping parents informed who do not have access to the internet or phone by 50%.				
Comprehensive Support Strategy 3) Weekly campus newsletter.		Principal Principal's Secretary Parents	Sent via email and phone system to notify parents of important campus events and updates. Increase effectiveness by 50%.				
Comprehensive Support Strategy 4) Subject/ grade level / campus wide PLCs.		Principal Assistant Principal Teachers	Providing lesson plans and important content information on teacher websites for parent's to view.				
Comprehensive Support Strategy 5) Utilize app to share information.	3.2	Principal Assistant Principal Teachers Coaches	Inform itineraries of games home and away and practices increased by 50% Teachers informing parents via text of important reminders related to their students. Increased by 50%.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
6) Meet the Teacher and Open House.		Principal Assistant Principal Counselor Teachers Parents	Building relationships and exchanging best communication contact information between parents and teachers. Share, clarify, and understand teacher expectations as well as shared information from parent regarding student. Data tracked by sign-in sheets.				
7) Open door policy for parent conferences with our teachers.	3.2	Principal Assistant Principal Teachers Parents	Parents have the ability to ask questions and gain clarifications regarding student progress increased by 50%. Demonstrated with sign in sheets.				

 = Accomplished
 = Continue/Modify
 = No Progress
 = Discontinue

Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

Performance Objective 1: Commerce Middle Schools will achieve 100% HQ staff with a turnover rate of less than, equal to 15%.

Evaluation Data Source(s) 1: Human Resource Data

Teacher Certification Records

Campus committee interview scoring data

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Comprehensive Support Strategy Additional Targeted Support Strategy TEA Priorities Recruit, support, retain teachers and principals 1) Teachers will teach in the areas in which they are certified.	2.5, 2.6	Principal Assistant Principal Human Resources	Successful student learning from experts in their field of study and or certification.				
TEA Priorities Recruit, support, retain teachers and principals 2) Teachers will be evaluated by T-TESS.		Principal Assistant Principal	Instructional delivery practices are valuable and engaging increased by 50%.				
3) Walkthrough data of teacher classrooms.		Principal Assistant Principal	To provide meaningful feedback to teachers for improvement and growth by 50%.				
4) Teacher Bi-Monthly conferences with the principal.		Principal Teachers	Increase communication and celebrate accomplishments, and build relationships. Participation by 50%.				
5) Implementation of District Mentoring Program for New Teachers.		Principal iCAT team Assigned Teacher Mentors New Teachers	Supporting new teacher growth and understanding of expectations. New teachers attend district classes with their mentors. Encourage and foster a sense of family on our campus with our new teachers. Data collected through teacher surveys and new teacher retention.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
6) Public Teacher recognition each 9 weeks.		Principal Principal's Secretary Teachers	Boosts morale and publicly reward teachers for their hard work and accomplishments and to show appreciation. Data will be tracked through teacher feedback form.				



= Accomplished



= Continue/Modify



= No Progress



= Discontinue


Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

Performance Objective 2: All staff will be provided high quality, research based, sustained professional development

Evaluation Data Source(s) 2: Eduphoria
 Certificates of Completion of Professional Development
 Human Resources

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Comprehensive Support Strategy 1) Host professional development training's for teachers and instructional staff on campus.	2.5	Principal	Participation and evidence of implementation in the classroom. Teacher growth and learning based on the topic of the training.				
Comprehensive Support Strategy 2) Host technology training for staff.	2.5	iCoaches Teachers Principal Assistant Principal	Participation and evidence of implementation in the classroom.				
Comprehensive Support Strategy 3) Teachers are encouraged to attend training's at Region 10.	2.5	Principal Teachers	Teachers will sharpen their skill and perfect their craft.				



100% = Accomplished → = Continue/Modify 0% = No Progress X = Discontinue


Goal 5: CISD will invest resources to ensure that students, parents and the community receive optimal educational services.

Performance Objective 1: Commerce Middle School will implement measures to ensure efficient and effective fiscal responsibility.


Evaluation Data Source(s) 1: Record keeping
Skyward Financial reports
District Director of Finance

Summative Evaluation 1:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Additional Targeted Support Strategy 1) Develop a budget based on what is best for students and campus needs assessment		Principal Principal Secretary Director of Finance	Budget remains in the positive with exemplary record keeping throughout the year.				
2) Using data and research (lowest bid) to make decisions on teacher requests for materials and supplies.		Principal Principal's Secretary Teachers Director of Finance	Making best financial decisions and use of funding.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	3	Utilizing STAAR, interim and unit assessment data to establish small student groups for monitoring and targeted instruction.
1	1	4	Students in Reading, Writing, Math, Science, and Social Studies will create data folders to track academic progress and growth as it aligns with the TEKS and STAAR data.
1	1	7	The master schedule supports subject area common planning periods.
1	2	1	Developed smaller intervention courses for Math and ELAR for grades 6, 7, and 8 in SPED instructional classes.
1	2	2	Implementation and continuation of the MTA program for students who are identified as dyslexic.
1	2	3	Continuation of Girls and Boys Mentoring Program for students grades 6-8 who are identified as at-risk. Guest speakers, daily lessons, and team building activities will enhance leadership and career readiness skills. Partnerships include the City of Commerce and Texas A&M University-Commerce.
1	3	1	Implementation and continuation of Content Mastery for students who qualify for special education services based on ARD committee decisions.
1	3	2	EL coordinator monitors, supports, and identify ELs throughout the school year.
1	4	1	Facilitate and provide opportunities for students to use technology in all classes to enhance learning and foster an environment of inquiry.
1	5	1	All students will participate and complete a college and career interest inventory and will receive College and Career instruction and guidance.
1	5	2	All 8th grade students will participate in the NETCAT Career Fair during the spring.
1	5	3	AVID (Advancement Via Individual Determination) curriculum is being utilized in College and Career Course.
2	2	2	Educate students and parents regarding the 90 Day Rule and Truancy. Letters will be sent home to all parents of students who have attendance compliance issues.
3	1	1	Brainstorm and implement strategies to increase Parent Teacher Organization (PTO) participation at CMS.
3	1	2	Host monthly parent, family, and community engagement opportunities on campus.
3	2	1	Implementation of School Messenger to give parents and community updates of CMS events.
3	2	2	Parents notices sent home by students.

Goal	Objective	Strategy	Description
3	2	3	Weekly campus newsletter.
3	2	4	Subject/ grade level / campus wide PLCs.
3	2	5	Utilize app to share information.
4	1	1	Teachers will teach in the areas in which they are certified.
4	2	1	Host professional development training's for teachers and instructional staff on campus.
4	2	2	Host technology training for staff.
4	2	3	Teachers are encouraged to attend training's at Region 10.

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

Campus conducted a CND by using either survey, discussion in PLCs, activity using 10x10x5, etc to create problem statements, and create action plans.

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

Campus included teachers, staff, parents, and other stakeholders for input.

2.2: Regular monitoring and revision

Campus has scheduled parent meetings, PLCs, PTO meetings, and other stakeholders.

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

Campus Improvement Committee

Committee Role	Name	Position
Administrator	Tina Bronson	Principal
Administrator	Nick Smith	Assistant Principal
Parent	Karla Amos	Counselor
Classroom Teacher	Jack Brandon	Classroom Teacher
Classroom Teacher	Pam Eilers	Classroom Teacher
Classroom Teacher	Jason Wallace	Classroom Teacher
Paraprofessional	Franca Eye	Paraprofessional
Community Representative	Kadeem Jimmerson	ACE Coordinator

Campus Funding Summary

211 - Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1	Pay for teachers and transportation for students.		\$0.00
Sub-Total					\$0.00
461 - Campus Activity Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	1			\$500.00
Sub-Total					\$500.00
Grand Total					\$500.00