

Comal Independent School District
Canyon Middle
2011-2012 Campus Improvement Plan

Mission Statement

We believe that all children deserve the opportunity to be challenged to reach their fullest potential. It is the duty of every staff member, parent and student to work toward that end.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Total students: 906

43% Anglo, 50 % Hispanic

35 % At-Risk, 48 % Low SES, 8 % SPED, 7 % LEP, 11 % GT

Demographics Strengths

Demographics Needs

Student Achievement

Student Achievement Summary

2011 Academic Excellence Indicator System (AEIS) Academically Acceptable

1 Gold Performance Award for Commended in Social Studies

Reading/ELA 87%

Math 82%

Writing 94%

Science 89%

Social Studies 98%

Student Achievement Strengths

Commended performance in Science and Social Studies.

Student Achievement Needs

Commended performance in Math.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

70 Professional staff: 60 Teachers, 7 Support professionals, 3 Administrators

6 Beginnin teachers, 14 with 1 - 5 years experience, 8 with 6 - 10 years experience, 17 with 11-20 years experience and 14 with over 20 years experience.

Staff Quality, Recruitment, and Retention Strengths

50 % of staff has more than 11 years of experience.

Staff Quality, Recruitment, and Retention Needs

Comprehensive Needs Assessment Data Documentation

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

- District goals
- Campus goals
- AEIS data - longitudinal
- AEIS data - current
- AYP data
- Professional learning communities discussions
- Campus and/or district planning and decision making committee meeting discussions
- Local benchmark or common assessments results
- Number of students assigned to special programs and their academic achievement
- Drop-out rates
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Student surveys and/or feedback
- Community and/or parent surveys and/or feedback
- Staff surveys and/or feedback
- Prior year budgets/entitlements and expenditures in relation to current year funding and priorities
- State and/or federal planning requirements
- Campus leadership and/or department meetings
- Student failure and/or retention rates
- Student Success Initiative (SSI) results
- Prior year(s) campus and/or district improvement plans
- Staff development evaluations, surveys, and/or needs assessment(s)
- Texas Assessment of Knowledge and Skills (TAKS) results including TAKS (Accommodated), TAKS-M, and TAKS-Alt
- Linguistically Accommodated Testing (LAT) data
- Texas English Language Proficiency Assessment System (TELPAS) results
- End-of-Course (EOC) Assessments results
- Tobacco, alcohol, and other drug-use data
- Special education population, including performance, discipline, attendance, and mobility
- Homeless population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance and mobility

- At-Risk population, including performance, discipline, attendance and mobility
- ELL population, including performance, discipline, attendance and mobility
- Gifted population, including performance, discipline, attendance and mobility
- Career and Technical Education (CTE) population, including performance, discipline, attendance and mobility
- College Readiness Data
- Class size data
- Texas STaR Chart
- NCLB Report Card data

Goals

Goal 1: CMS will afford students solid academic programs to ensure they are equipped with the essential skills in order to continue their educational endeavors.

Performance Objective 1: At least 90% of all students and all accountability sub-groups will meet or exceed mastery on STAAR reading test.

Summative Evaluation: At least 90% of all students and all accountability sub-groups will meet or exceed mastery on STAAR reading test.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Disaggregation and desegregation of student formative and summative assessment data to target instruction for group and individual weaknesses on STAAR targets.	Principal, Counselor, Dept. Chair, SCE/ELA teacher	Number of students in targeted intervention groups				
2) Require STARR remediation classes for students who did not meet minimum grade level standards on the STAAR and/or formative assessments.	Counselor, At-Risk Coordinator, Teachers	Class list and program assessment data				
3) All CORE classroom teachers will familiarize students with STAAR testing format.	ELA Dept. Chair & ELA teachers	Walk-through observations				
4) TEKS based instructional materials will be purchased and instruction implemented to support the remediation classes.	At-Risk coordinator and teachers	Teacher feedback and Budget review				
5) STAAR tutorials will be offered for students in need of assistance (before and during school).	ELA teachers	Tutorial list				

Goal 1: CMS will afford students solid academic programs to ensure they are equipped with the essential skills in order to continue their educational endeavors.

Performance Objective 2: At least 95% of all students and all accountability sub-groups will meet or exceed mastery on STAAR writing test.


Summative Evaluation: At least 95% of all students and all accountability sub-groups will meet or exceed mastery on STAAR writing test.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Disaggregation and desegregation of student formative and summative assessment data to target instruction for group and individual weaknesses on STAAR targets.	Counselor, ELA Dept. Chair, ELA teachers	Number of students receiving targeted assistance				
2) All CORE classroom teachers will familiarize students with STAAR testing format.	ELA Department	walk-through observations and departmental meetings				
3) All ELA teachers will implement the use of a composition book as the student's yearly portfolio and will include lessons and student's writing samples.	ELA teachers	Lesson plans and walk-through observations				
4) STAAR tutorials will be offered for students in need of assistance during school.	ELA teachers and STAAR tutor	Tutorial list				

Goal 1: CMS will afford students solid academic programs to ensure they are equipped with the essential skills in order to continue their educational endeavors.

Performance Objective 3: At least 85% of all students and all accountability sub-groups will meet or exceed mastery on STAAR math test.

Summative Evaluation: At least 85% of all students and all accountability sub-groups will meet or exceed mastery on STAAR math test.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Disaggregation and desegregation of student formative and summative assessment data to target instruction for group and individual weaknesses on STAAR objectives.	Math Dept. Chair and teachers	Number of students in targeted intervention groups				
2) Integrate the use of technologies into related curriculum (graphing calculators, COW carts, IPOD's and CPS systems).	Math Dept. chair and teachers	Lesson plans and math departmental meetings				
3) All CORE classroom teachers will familiarize students with STAAR testing format.	CISD Math Specialist, Math Dept. Chair, and teachers	Walk-through observations				
4) TEKS based instructional materials will be purchased and instruction implemented to support the remediation classes.	At-Risk coordinator and teachers	Teacher feedback and budget review				
5) STAAR tutorials will be held for students in need of assistance during school.	Math Dept. chair and teachers	Tutorial list				
6) Require STAAR remediation classes for students who did not meet minimum grade level standards on the STAAR and/or formative assessments.	Counselor, At-Risk coordinator and teacher	Class list and program assessment data				
7) Math teachers will implement STAAR formative problems on curriculum assessments.	Math Dept. chair and teachers	Walk-through observations				
						

Goal 1: CMS will afford students solid academic programs to ensure they are equipped with the essential skills in order to continue their educational endeavors.

Performance Objective 4: At least 95% of all students and all accountability sub-groups will meet or exceed mastery on STAAR social studies test.

Summative Evaluation: At least 95% of all students and all accountability sub-groups will meet or exceed mastery on STAAR social studies test.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Disaggregation and desegregation of student formative and summative assessment data to target instruction for group and individual weaknesses on STAAR targets.	Social Studies Dept. chair and teachers	Number of students receiving targeted instruction				
2) All CORE classroom teachers will familiarize students with STAAR testing format.	Social Studies Dept. chair and teachers	walk-through observations and departmental meetings				
3) Students in need of assistance will participate in a STAAR blast.	Social Studies coordinator, Dept. chair and teachers	Tutorial list				

Goal 1: CMS will afford students solid academic programs to ensure they are equipped with the essential skills in order to continue their educational endeavors.

Performance Objective 5: At least 90% of all students and all accountability sub-groups will meet or exceed mastery on STAAR science test.

Summative Evaluation: At least 90% of all students and all accountability sub-groups will meet or exceed mastery on STAAR science test.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Disaggregation and desegregation of student formative and summative assessment data to target instruction for group and individual weaknesses on STAAR targets.	Science Dept. chair and teachers	Number of students receiving targeted instruction				
2) TEKS based instructional materials will be purchased and instruction implemented to support Science Frameworks (EX. Safety Rules & 40% Labs)	Science Coordinator, Dept. Chair and teachers	Teacher feedback and budget review				
3) All CORE classroom teachers will familiarize students with STAAR testing format.	Science Coordinator, Dept. chair and teachers	walk-through observations				
4) Saturday STAAR tutorials will be offered for students in need of assistance.	Science teachers	tutorial list				

Goal 1: CMS will afford students solid academic programs to ensure they are equipped with the essential skills in order to continue their educational endeavors.

Performance Objective 6: All students will pass with at least a 75 in all CORE classes.

Summative Evaluation: 90% of all students will pass all of their CORE classes with at least a 75.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Support will be provided through enrichment classes and tutorials for SPED students.	SPED Dept. chair and teachers	Tutorial and class list				
2) Provide supplemental support for at-risk students.	At-Risk coordinator and teachers	RTI documentation in eduphoria				
3) Continue to offer morning and after school tutorials for all students.	Teachers	Tutorial lists				
4) Increase parental involvement and communication of grades by continued use of the Parent Portal and HOTNews.	Principal	HOTNEWS, Parentlink and Facebook account				

Goal 1: CMS will afford students solid academic programs to ensure they are equipped with the essential skills in order to continue their educational endeavors.

Performance Objective 7: Increase the number of SPED students meeting ARD expectations on STAAR by 20%.

Summative Evaluation: At least 70% of all test taken by SPED students will meet ARD expectations on the STAAR test.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CMS will maintain the co-teach and inclusion specialist with the purpose of mainstreaming SPED students.	Principal, Counselor, and SPED Dept. chair	ITCCS data, ARD documentation, Class list				

Goal 1: CMS will afford students solid academic programs to ensure they are equipped with the essential skills in order to continue their educational endeavors.

Performance Objective 8: CMS will implement CCR curriculum for all 6th grade students.

Summative Evaluation: CCR support will be provided through tutorials and CAT lab.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Staff will monitor students grades on a weekly basis.	JAG Lab Leader	JAG center sign-in and TxGradebook reports				

Goal 2: Exceptional, well maintained facilities will promote the advancement of a learning environment that allows students to feel safe and secure.

Performance Objective 1: CMS will be an energy efficient facility.

Summative Evaluation: Energy cost will decrease by 2% for the 2011-2012 school year.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) All staff will be aware of energy conservation during non-school hours and after school functions or athletic events.	All staff	Staff development sign-in				
2) CMS staff will be encouraged to turn-off lighting and electronic equipment (lights, computers, projectors, overheads, etc.) when not in use.	Assistant Principal	Energy audit reports				
3) Increase awareness of conservation through on-going staff development.	Assistant Principals	Staff development logs				
4) Energy usage will be tracked through regular energy audits conducted by Charlotte Cole.	Principal					

 = Discontinue
  = No Progress
  = Some Progress
  = Considerable
  = Accomplished

Goal 2: Exceptional, well maintained facilities will promote the advancement of a learning environment that allows students to feel safe and secure.

Performance Objective 2: CMS assistant principals will ensure that students and staff are familiar with all safety procedures, i.e., fire evacuations, shelter-in-place, lockdowns, etc.

Summative Evaluation: All students and staff members will be trained in accordance with the emergency response plan.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) The assistant principals will conduct monthly fire drills.	Assistant Principals	Fire drill report				
2) The assistant principals will conduct quarterly emergency drills, i.e., shelter-in-place, lockdown, hazardous materials, or severe weather.	Assistant Principals	Emergency drill log				

Goal 2: Exceptional, well maintained facilities will promote the advancement of a learning environment that allows students to feel safe and secure.

Performance Objective 3: CMS will maintain a recycling program throughout the campus, i.e., paper, plastic, aluminium, and ink cartridges.

Summative Evaluation: All CMS staff and student body will participate in the recycling program.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CMS custodial staff and administration will oversee the campus recycling program.	All Staff	Compass and Abitibi pick-up schedule				
2) Student Council will sponsor an ink cartridge recycling program.	Student Council Sponsors	Student council minutes				

Goal 3: Students will be provided cutting edge technology and training to undertake the challenges faced in the 21st century.

Performance Objective 1: CMS will increase staff competency and integration of technology into the curriculum.

Summative Evaluation: 100% of teachers will integrate technology into the classroom.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) The CMS Instructional Specialist will provide mandatory staff training each month in technology.	Instructional Technologist	Staff development log				
2) CMS faculty and staff will be trained and utilize e-mail, computer attendance, Studywiz and electronic grade and process reporting.	Instructional Technologist	ITCCS, Outlook and Studywiz data				
3) CMS staff will utilize Eduphoria for lesson planning, data disaggregation, and staff development registration.	Principal, Assistant Principal, and Counselor					
4) Instructional specialist will provide training/support in the instructional uses of technology incorporated into curriculum.	Instructional Specialist	Sign-in sheet				

Goal 4: Foster a positive campus climate and welcoming atmosphere by providing open, timely, two-way communication with all stakeholders.

Performance Objective 1: CMS will increase parental involvement and business partnerships with its facility, curriculum, personnel, and other resources.

Summative Evaluation: Counselors will monitor and assist as necessary.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Utilize Communities in Schools resources and network to support parents.	Counselors	CIS logs				
2) CMS will support all extra-curricular activities.	Administrators and Counselors	Class lists				
3) CMS will publicize the school calendar and register parent e-mail addresses through CISD web-site.	Registrar	Monitor campus web-site				
4) CMS will utilize PARENTLINK to inform parents about upcoming events.	Principal and Assistant Principals	ParentLink reports				

Goal 5: Budgeted monies will be allotted to enhance and maximize student achievement in a positive learning environment.

Performance Objective 1: CMS will increase opportunities for student competency by expanding course offerings and making sure technology and high school credit courses are available.

Summative Evaluation: 100% of CMS students will complete at least one high school credit course.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CMS will continue to offer enhanced computer instruction through enhanced graphics and web design.	Computer Teacher	Lesson plans and classroom walk-throughs				
2) CMS will address at-risk students' different learning styles by implementing various means of technology and instruction.	At-Risk Teachers	Lesson plans and classroom walk-throughs. JAG center sign-in				
3) Encourage use of COW and IPOD carts in all areas for technology integration.	Instructional Facilitator	COW calendar				

Goal 6: CMS will hire, train and recognize highly qualified staff members to positively impact student learning.

Performance Objective 1: Support teachers and aides with a minimum for forty hours of pertinent staff development and mentoring.

Summative Evaluation: 100% of all staff will attend a minimum of forty hours of pertinent staff development and/or mentoring.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) New teachers will be paired with mentors for staff development and policy clarifications.	Principal and Assistant Principal					
2) All CORE teachers will maintain the 30 hour GT certification.	Principal					
3) All CORE teachers will be required to complete SIOP training.	Principal					
4) All teachers will be required to participate in the district staff development program.	Principal					

Goal 6: CMS will hire, train and recognize highly qualified staff members to positively impact student learning.

Performance Objective 2: CMS will interview candidates that are certified and meet the required Highly Qualified Status, and monitor placement of instructional staff so that certification meets the subject area they are teaching.


Summative Evaluation: SBEC Certification and NCLB Standards

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CMS will monitor teacher certifications to identify highly qualified status.	Principal					
2) 100% of newly hired teachers at CMS will meet highly qualified status.	Administration					

Goal 6: CMS will hire, train and recognize highly qualified staff members to positively impact student learning.

Performance Objective 3: CMS will increase the effectiveness of staff by utilizing district and campus data to develop an appropriate staff development system.


Summative Evaluation: At least 95% of all CORE teachers will attend and implement effective strategies from appropriate staff development activities.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Evaluate AEIS indicators, formative assessments and campus report card results to compile needs assessment to determine needed areas of staff development.	Principal and Assistant Principal					
2) Review student performance quarterly and continue to modify the staff development needs.	Department Chairs and Assistant Principal					
3) Teachers will attend and implement summer staff development training hosted by CISD.	Principal and Curriculum Specialist					
4) CMS will conduct a survey of staff members regarding the effectiveness of campus in-service days.	Administration					
5) Administrative staff will monitor and support the implementation of effective practices based on identified appropriate staff development (Example: Laying the Foundation, ELPS and New Science TEKS)	Administrators and Department Chairs					
						

Goal 7: Students will be exposed to the skills and education needed to excel in various career and technical fields.

Performance Objective 1: Continue offering a diversified list of courses including those for high school credit.

Summative Evaluation: 100% of CMS students will participate in CCR exploration.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide increased information to students during course selection process.	Principal and Counselors					
2) TAKS reading and math classes will be offered for at-risk students needing assistance.	Counselors, At-Risk Coordinator, and Teachers					
3) Continue to purchase new CATE materials to enhance students' learning.	CATE Coordinator and Teachers					
4) CMS will plan activities that support Generation Texas (formerly Education, Go Get It) Week.	Principal	Counselor logs				
						

State Compensatory

Budget for Canyon Middle :

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199.11.6119.00.042.1.24.Y.46	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$26,591.00
199.11.6119.00.042.1.24.Y.46	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$174,800.00
	6100 Subtotal:	\$201,391.00

Personnel for Canyon Middle :

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Clark, Susan	Teacher	CAT Lab	1
Cooper, Jennifer	Teacher	STAAR Reading	1
Servantes, Belinda	Teacher	STAAR Math	1

2011-2012 Site-Based Decision Making Committee

Committee Role	Name	Position	Signature
Classroom Teacher	Ryan Holbrook	Science Department Chair	
Classroom Teacher	Wendy Foster	Social Studies Department Chair	
Classroom Teacher	Kathy Hickey	Electives Department Chair	
Classroom Teacher	Jessica White	Math Department Chair	
Classroom Teacher	Julie Wiley	ELA Department Chair	
Classroom Teacher	Terri Wisian	Electives Department Chair	
Non-classroom Professional	Walter Hutchison	Counselor	
Non-classroom Professional	Claire Smith	Counselor	
Non-classroom Professional	Patti Vlieger	Principal	
Parent	Margo Havekost		
Parent	Desirae Spencer		