

# **Franklin Independent School District**

## **Franklin Middle School**

**2019-2020**

# Mission Statement

The mission of Franklin ISD is to provide a quality education that empowers students to maximize their individual strengths to become responsible, successful students.

## Vision

Franklin ISD is an organization that strives for excellence by providing a quality educational system that develops successful leaders, teachers, students and community partnerships. We value mutual respect and trust among all stakeholders. This leads to producing life-long learners ready to become an integral part of society.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

The staff at Franklin Middle School includes 35 teachers, 7 paraprofessionals, 1 counselor and 2 administrators. Franklin Middle School has an enrollment of 365 students. The student population is 75.37% White, 7.33% African American, 14.96% Hispanic, and .88% Asian. Thirty-eight percent of the students qualify for free or reduced lunch. Other subpopulations include 10.9% Special Education, 38% At-risk, and 12.61% Gifted and Talented. The mobility rate for Franklin Middle School is 10.2%.

### Demographics Strengths

- low mobility rate
- dropout/completion rate
- class size
- attendance

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** The campus has a growing number of students who are below grade level in reading and math. Currently one-third of its population is served in Section 504, SPED, or ESL. **Root Cause:** Every year, our campus has a large number of students move into the district that are below grade level expectations.

**Problem Statement 2:** A large percentage of our African American male students need a positive role model. **Root Cause:** We have a growing number of students who do not have a male/father role model at home.

# Student Academic Achievement

## Student Academic Achievement Summary

Based on the results for the 2018-2019 school year, Franklin Middle School met all indicators for State Accountability. Overall, the campus showed growth in most areas of accountability. The campus made strides in post-secondary readiness. The campus will continue to work on student progress. The campus will focus on improving TIER I instruction to improve learning in all areas of instruction. The campus will also focus on improving reading scores for all grades.

## Student Academic Achievement Strengths

- Increased scores on MSTAR screener
- 99% of the 8th grade students passed the Math STAAR test with 36% Level 3; 98% 5th grade with 25% Level 3
- 94% of the 8th grade students passed the Science STAAR with 46% at a Level 3
- 92% of the 8th grade students passed the Social Studies STAAR with 58% at a Level 3
- 94% of the 8th grade students passed the Reading STAAR with 38% Level 3; 93% 6th grade Reading; 7th grade Writing with 31% Level 3
- Small Class size
- Improvement of at-risk students

## Problem Statements Identifying Student Academic Achievement Needs

**Problem Statement 1:** The campus has less staff on campus to cover the growing number of students that need accelerated instruction. **Root Cause:** The campus has less staff due to district budget cuts, but still has a growing number of students who are below grade level in math and reading.

**Problem Statement 2:** A large number of absences during the later half of the day. **Root Cause:** We have a large percentage of students who are involved in extracurricular activities that require them to miss the afternoon classes to travel to events. Also our small rural community, requires travel time to get to events and doctors appointments.

**Problem Statement 3:** Students are unable to receive additional academic support on class work/assignments at home. **Root Cause:** Parents are unable to help students due to state curriculum requirements being higher than in the past.

# School Processes & Programs

## School Processes & Programs Summary

All teachers and staff meet the high qualified teacher status as required by NCLB. Teacher retention is high on the campus and many of the teachers work collaboratively to meet the needs of students.

Teachers are required to use the Scope and Sequence, Vertical Alignment documents and the Instructional Focus Documents from the TEKS Resource website.

MSTAR will be the screener used for math and iStation will be used for Reading. Data from these programs will be used to determine strengths and deficiencies in the campus curriculum. DMAC is used to track State Assessment and benchmarking data. Our staff attends professional development to improve areas of weakness.

Technology integration is also a focus on this campus. Each classroom at Franklin Middle School has an interactive whiteboard and document camera, 4 chromebook carts, 2 iPad carts, 2 laptop carts, 3 computer labs, and teachers each have some laptops in their classrooms. We have a close to 1:1 ratio of students to computers. Professional development is being planned to improve technology integration.

## School Processes & Programs Strengths

- Highly Qualified Teachers
- Teacher Retention
- Professional Development
- vertical alignment
- flexibility of the curriculum
- math interventions-iLearn
- reading interventions- istation, Read 180
- brain-based activities
- use assessment data to target instructional weaknesses
- availability of technology

## Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** Technology is not always working for use in the classrooms. **Root Cause:** With increased technology demands, it is becoming

harder for teachers to be trained on all devices and for tech department to maintain all devices and log ins.

**Problem Statement 2:** Students who are in 5th and 6th grade are not able to keyboard/type well. **Root Cause:** With technology becoming more integrated into the classrooms, there is more of a need for the students to learn to keyboard/type at these grades.

# Perceptions

## Perceptions Summary

The faculty and staff use many different ways of communication to involve parents and the community in our school. The campus sends home a weekly newsletter to parents. Student progress reports/report cards are mailed home every 3 weeks. Parents have access to grades online on the Grade Portal. Some teachers also give students weekly detailed grade reports (IPR) to take home. The campus also uses the district automated system (using both phone and email) to notify parents of upcoming events, absences, emergencies, and student accounts (lunch).

Information about upcoming events is placed in the parent newsletter, webpage, district social media, posted on the digital sign, and sent to local newspapers.

Franklin Middle School has an overall safe and secure campus. Based on campus surveys, morale is positive and the students and staff feel that the campus is kind and caring. Many of our students participate in a variety of extracurricular activities. During the 19-20 school year, the campus will focus on helping students to understand how to deal with bullying/cyber-bullying issues and promoting positive behavior.

FMS hosts an Open House each year in September.

FMS hosts year end awards ceremonies for each grade level in which each student is recognized and parents are invited.

## Perceptions Strengths

Results from the FMS parent survey show strengths in the following areas:

- parent perception
- safe environment
- email & website communication
- technology
- extracurricular activities available to all kids
- organizations available to all kids
- newsletters
- quality teachers and staff
- parent portal
- weekly IPR is sent home
- Staff, parents and students feel safe and secure



- Positive morale
- Kind and caring campus
- Overall student behavior

### **Problem Statements Identifying Perceptions Needs**

**Problem Statement 1:** On the parent survey, 43.8% of parents expressed a concern about students being disrespect towards adults. 45.3% of the parents also expressed a concern about students with poor social skills/bad manners on campus. **Root Cause:** There is a growing number of students that do not have a positive role model of good behavior and/or are not being taught the social skills needed.

**Problem Statement 2:** On a student safety survey, 58% of students expressed a concern about the possibility of being bullied at school. **Root Cause:** Students are not learning the social skills to handle these situations.

**Problem Statement 3:** The campus would like increase the parent involvement in campus activities. **Root Cause:** As students get older, the parents seem to become less involved in the campus 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

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Federal Report Card Data
- PBMAS data

## 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
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)

## Student Data: Student Groups

- STEM/STEAM data

## Student Data: Behavior and Other Indicators

- Annual dropout rate data
- Attendance data
- Discipline records

## Employee Data

- Staff surveys and/or other feedback
- Campus leadership data

## Support Systems and Other Data

- Organizational structure data
- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results

# Goals

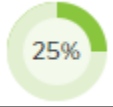


## Goal 1:

**All students will have access to a safe, quality education that will enable them to achieve their full educational potential.**

**Performance Objective 1:** 95% of all student populations will pass each content area of the state assessment and score at acceptable levels on all other assessments.

**Evaluation Data Source(s) 1:** State Assessment scores will demonstrate 95% passing at all grade levels.

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<b>Comprehensive Support Strategy</b> 1) Tutorials will be offered for identified at-risk students and will have the opportunity to be pre-taught or re-taught the material and to have tutorial assistance during the day.	Principal	Student performance on campus and state assessments will improve. Monitor attendance, grades and completion of work.				
<b>Funding Sources:</b> State Compensatory Fund - 6872800.00						
<b>Comprehensive Support Strategy</b> 2) Continue to development RtI team. This team in partnership with classroom teachers will use assessment data to determine gaps in curriculum and evaluate the effectiveness of a child's instruction and make adjustments when needed to aide a student in mastery of the curriculum.	Principal AP Counselor	BOY and 9 week RtI meetings will be held. Student plans will be established accordingly.				
<b>Funding Sources:</b> General Operating Fund - 0.00						
3) Continue vertical alignment meetings to ensure effective scope and sequence	Principal Curriculum Director	Meeting agendas and minutes				
<b>Funding Sources:</b> General Operating Fund - 0.00						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
4) Continue Universal screening for math and reading.	Principal Math Teachers Reading Teachers	Minutes from ELA/Math meeting showing discussion of data				
<b>Funding Sources:</b> General Operating Fund - 0.00						
5) Continue activities for Celebrate Freedom Week and Black History Month	Social Studies Teachers	Programs in place				
<b>Funding Sources:</b> General Operating Fund - 0.00						
6) Renew TEKS Resource subscription and require teachers to use the Year at a Glance, the Instructional Focus Document and the Vertical Alignment Document.	Director C&I Principal	TEKS Resource purchases and being used. Monitored through classroom walk through, teacher discussions and vertical alignment meetings. Teacher log in may be monitored.				
<b>Funding Sources:</b> General Operating Fund - 0.00						
7) Provide benchmark tests in the state assessed subjects and grade level	Director C&I Principal Counselor	Student scores on state assessments will improve.				
<b>Funding Sources:</b> General Operating Fund - 0.00						
8) Monitor attendance and failure reports and interventions with teachers and with students	Principals Teachers Special Programs Teachers	Every nine weeks, review the PEIMS printout and meet with teachers, special programs teachers and students.				
<b>Funding Sources:</b> General Operating Fund - 0.00						
9) LPAC Committee will meet to determine appropriate testing for ELL Students.	Principal ESL Coordinator	Record of LPAC meetings				
<b>Funding Sources:</b> General Operating Fund - 0.00						
<b>Comprehensive Support Strategy</b> 10) Increase number of SPED students passing STAAR in reading by 10%.	Principal	9 week reading exam scores STAAR A scores				
<b>Funding Sources:</b> General Operating Fund - 0.00						
= Accomplished      = Continue/Modify      = No Progress      = Discontinue						

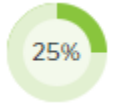
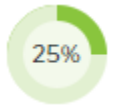

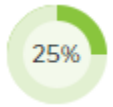
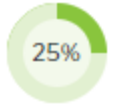
**Goal 1:**


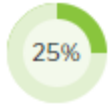




All students will have access to a safe, quality education that will enable them to achieve their full educational potential.

**Performance Objective 2:** 99% of special education students will be taking STAAR or STAAR with Accommodations.

**Evaluation Data Source(s) 2:** State assessment scores will demonstrate 97% of SPED students are on grade level assessment or accommodated assessment.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Have campus representative from sending and receiving campus attend ARD meeting.	Principal	ARD signature page				
<b>Funding Sources:</b> General Operating Fund - 0.00						
<b>Comprehensive Support Strategy</b> 2) Review the effectiveness of all special population programs: Sp. Ed, At-Risk, 504, Dyslexia, RTI, GT, & ESL.	Curriculum Director GT Coordinator ESL Coordinator 504 Coordinator Principal	Students performance data for special populations will be reviewed each grading period.				
<b>Comprehensive Support Strategy</b> 3) Analyze master schedule and student IEP's to provide the in-classroom support students need to be successful.	Principal, Special Education Teachers	Special Education students scores on assessments will increase.				
<b>Funding Sources:</b> General Operating Fund - 0.00						
4) Increase communication between special education and regular education teachers and staff	Principal	Meetings scheduled logs kept				
<b>Funding Sources:</b> General Operating Fund - 0.00						
<b>Comprehensive Support Strategy</b> 5) Provide training for special education staff on accommodations and modifications, including Kurzweil and Lead4ward.	Principal	Attendance records				
<b>Funding Sources:</b> General Operating Fund - 0.00						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
6) Data will be analyzed to determine student deficiencies. Students will have access to iStation and Ilearn and Read 180.	Principal	Student learning and achievement increased. Data analysis.				
<b>Funding Sources:</b> General Operating Fund - 0.00						
<b>Comprehensive Support Strategy</b> 7) Data will be reviewed to identify students meeting the alternate assessment requirement. Students taking alternate assessment will meet all requirements outlined on Alternate Assessment Sheet.	Principal Special Ed. teachers	Evidence is reviewed. Student documentation sheets maintained on each student meeting the alternate assessment criteria.				
<b>Funding Sources:</b> General Operating Fund - 0.00						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						



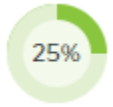



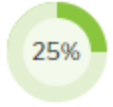
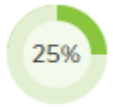
**Goal 1:**


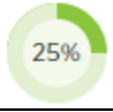


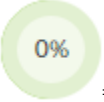

All students will have access to a safe, quality education that will enable them to achieve their full educational potential.

**Performance Objective 3:** Gap in performance between minority students and white students will be decreased.

**Evaluation Data Source(s) 3:** STAAR scores will demonstrate met standard on index 3:scores on universal screeners will reflect state averages.

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Present professional development on teaching students of poverty.	Principal	decrease in performance gap				
<b>Funding Sources:</b> General Operating Fund - 0.00						
2) Teachers will be given a list of students in each sub population.	Principal, Counselor	Lists given to teachers				
3) Continue tutorials for identified at-risk students-before and after school tutorials.	Principals Teachers	Monitor nine week grades of students in these programs and monitor attendance logs				
<b>Funding Sources:</b> General Operating Fund - 0.00						
4) Provide student data software training for teachers and continually monitor data throughout the school year.	Director C&I Principal	Use of DMAC program by teachers to identify student's areas of need				
<b>Funding Sources:</b> General Operating Fund - 0.00						
5) Continue to work on and develop quality TIER I instruction focusing on student engagement and rigor.	Principal	Walk through documentation				
<b>Funding Sources:</b> General Operating Fund - 0.00						
6) Identify all AA students in special education, 504 and that are already identified in the RTI process. Provide accurate interventions for these students.	Principal	Students identified and interventions implemented				
<b>Funding Sources:</b> General Operating Fund - 0.00						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
7) Math interventions at the MS using iLearn, accelerated math class, and a designated math teacher to identify and close gaps in the learning of math.	Principal	Students will show success and growth in math				
<b>Funding Sources:</b> State Compensatory Fund - 51239.00						
8) Reading intervention at grades 5-8 using istation, accelerated instruction class period, and Read 180 to improve reading skills and close gaps.	Principal	Students will show growth in fluency, vocabulary and comprehension.				
<b>Funding Sources:</b> State Compensatory Fund - 28395.00						
9) Summer School will be provided from students to help accelerated reading and math scores	principal	Improved Lexile scores in reading and improved grade levels scores on Ilearn				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

**Goal 1:**

All students will have access to a safe, quality education that will enable them to achieve their full educational potential.

**Performance Objective 4:** The completion rate will be 95% or above for the 2019-2020 school year.

**Evaluation Data Source(s) 4:** Review of end of the year attendance will verify at least a 96% attendance rate and non-completion rate of less than 5% for all.

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Monitor attendance every 3 weeks	Principal PEIMS Coordinator Counselor	Attendance records on file				
<b>Funding Sources:</b> General Operating Fund - 0.00						
2) Continue Truancy plan	Principal	Documentation on file				
<b>Funding Sources:</b> General Operating Fund - 0.00						
3) Continue to use School Messenger to notify parents about absences	Principal Technology Dept PEIMS coordinator	Program in place				
<b>Funding Sources:</b> General Operating Fund - 0.00						
4) Continue incentives for attendance	Principal	Improvement in attendance rate				
<b>Funding Sources:</b> General Operating Fund - 0.00						
5) Identify a homeless liason for the district	District Office Staff	Person in place				
<b>Funding Sources:</b> General Operating Fund - 0.00						
= Accomplished                = Continue/Modify                = No Progress                = Discontinue						








**Goal 1:**

All students will have access to a safe, quality education that will enable them to achieve their full educational potential.

**Performance Objective 5:** All students will be exposed to college and career opportunities beyond high school.

**Evaluation Data Source(s) 5:** Evaluate student class selections following middle school.

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Investigate additional classes to offer at FMS	Principal Instructional team	Agenda and Minutes from instructional team meeting				
<b>Funding Sources:</b> General Operating Fund - 0.00						
2) Continue flexible scheduling between Middle and High School	Principals COounselors	Campus Master Schedules				
<b>Funding Sources:</b> General Operating Fund - 0.00						
3) Expand the Honors program	Principal Counselor	Classes in master schedule				
<b>Funding Sources:</b> General Operating Fund - 0.00						
4) 8th grade students will attend a career fair each year	Counselor	Fair information on file				
<b>Funding Sources:</b> General Operating Fund - 0.00						
5) Expand career education information for FMS students.	Counselor	Counselor will have Education Week during the school year. Display Education/college posters.				
<b>Funding Sources:</b> General Operating Fund - 0.00						
6) Field trips will be provided to support curriculum.	Teachers Principal	Record of Field trip and follow up activities.				
<b>Funding Sources:</b> General Operating Fund - 0.00						
7) 7th grade will use online career information program (Oncourse)	Principal	Students able to decide an endorsement when entering high school.				
<b>Funding Sources:</b> General Operating Fund - 2150.00						

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




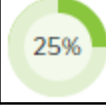


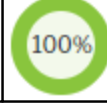
**Goal 1:**

All students will have access to a safe, quality education that will enable them to achieve their full educational potential.








**Performance Objective 6:** FISD will ensure student safety, discipline, and a drug free environment.

**Evaluation Data Source(s) 6:** Discipline referrals will decrease by 7% from the previous year.

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 6th grade students will continue to participate in the DARE program	Principal DARE officer	Attendance records from program				
<b>Funding Sources:</b> General Operating Fund - 0.00						
2) Continue School Health Advisory Council	Principal SHAC coordinator	Agenda and minutes from meetings				
<b>Funding Sources:</b> General Operating Fund - 0.00						
3) Provide staff training on conflict resolution, drug prevention, and violence prevention	Principal Counselor	Training schedule attendance sheet				
<b>Funding Sources:</b> General Operating Fund - 0.00						
4) Continue contract with Inter Quest Program	Principal	Program in place				
<b>Funding Sources:</b> General Operating Fund - 0.00						
5) All faculty and staff will be CPR/First aid/ Stop the Bleed trained	Principal Nurse	100% of staff trained				
<b>Funding Sources:</b> General Operating Fund - 0.00						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
6) Faculty and staff will be provided training on bullying prevention, suicide prevention, child abuse Teachers attended training by NAMI. Students will attend assembly "Ending the Silence". Students will also be trained on bullying and attend two bullying assemblies (Aims for Success: Radical & Lions Pride Sports Anti-Bully Rally)	Counselor Principal	Documentation of training and attendance sheet. Expected Result will be less bully referrals turned into the Counselor.				
7) Faculty & Staff will be provided training on emergency procedures.	Principal	Training are documented and drills are practiced.				
<b>Funding Sources:</b> General Operating Fund - 0.00						
8) FMS will promote activities to promote wellness among our students and staff.	PE Teachers Nurse Principal	Data on Fitnessgram improves				
<b>Funding Sources:</b> General Operating Fund - 0.00						
9) Students will be able to report bullying issues to the counselor or the anonymous drop box in the library.	Counselor/Principal	Students are educated on where to report and a log is kept of the incidents reported.				
<b>Funding Sources:</b> General Operating Fund - 0.00						
10) Students in need of special programs will be identified and given proper services including mental health interventions and suicide prevention.	Principal Counselor	Programs in place and role of LSC expanded to meet needs of students. Threat assessment committee will meet as planned throughout the year and on an as needed basis documented with attendance logs.				
<b>Funding Sources:</b> General Operating Fund - 0.00						
11) DAEP will be provided for students that continually violate the student code of conduct.	Principal	Record of attendance at DAEP				
12) Training help for staff on sexual abuse and other maltreatment of children. Training also on cyber bullying	Principal	Trainings and attendance log kept				
<b>Funding Sources:</b> General Operating Fund - 0.00						
13) Continue to send school nurse and school secretary to training on diabetes and illegal drug use.	Principal	Attendance at ESC 6.				
<b>Funding Sources:</b> General Operating Fund - 0.00						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
14) All students will have the opportunity to participate in Red Ribbon Week.	Counselor					
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						



**Goal 1:**

All students will have access to a safe, quality education that will enable them to achieve their full educational potential.

**Performance Objective 7:** FISD will have zero accidents due to unsafe or outdated facilities or equipment.

**Evaluation Data Source(s) 7:** Accident report will indicate no accidents occurred due to unsafe facilities.

**Summative Evaluation 7:**

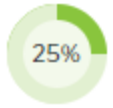
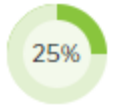
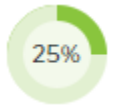
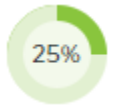
Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Conduct a school safety audit and present findings	Principal	Safety audit complete				
<b>Funding Sources:</b> General Operating Fund - 0.00						


## Goal 2: FISD will implement and use current technology.

**Performance Objective 1:** FISD will provide innovative technology.

**Evaluation Data Source(s) 1:** FISD will provide every technological opportunity available to ensure student success.

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide training for staff on the current available technology.	Principal Technology dept	Trainings done and attendance documented				
	<b>Funding Sources:</b> General Operating Fund - 0.00					
2) Provide training on the current ways to use technology for communication	Technology integration staff	Meetings in place & teachers using tools to communicate				
	<b>Funding Sources:</b> General Operating Fund - 0.00					
3) Train all teachers to incorporate Bring Your Own Technology program at school	Principal Technology Integration Dept	Teachers will be trained and will be implementing BYOT in the classroom.				
	<b>Funding Sources:</b> General Operating Fund - 0.00					
4) Maintain and update a one teacher computer per room and 1:2 ratio of student computers	Tech Coordinator	Computers in place				
	<b>Funding Sources:</b> General Operating Fund - 0.00					
5) Use technology to continue conferences via distance learning and webinars for staff development	Tech Coordinator Principal Director C&I	Attendance logs of staff development				
	<b>Funding Sources:</b> General Operating Fund - 0.00					
6) Provide teachers and staff with instructional tech support staff to integrate technology into the classroom and learning.	Principal Tech Director	Scheduled meetings with instructional technologists and teachers in order to plan integrated lessons				
	<b>Funding Sources:</b> General Operating Fund - 0.00					

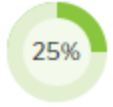
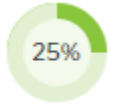
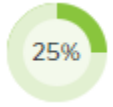




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
						

**Goal 2:** FISD will implement and use current technology.

**Performance Objective 2:** FISD will establish employee technology standards.

**Evaluation Data Source(s) 2:** 100% of FISD employees will meet appropriate standards.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Required integrated technology lessons will be planned and implemented four times during the school year (1 time each semester).	Principal Technology integration staff	Lesson plans on file				
	<b>Funding Sources:</b> General Operating Fund - 0.00					
2) All faculty and staff will be able to access and use district programs.	Tech Coordinator	technology classes held and teachers and staff actively using district resources.				
	<b>Funding Sources:</b> General Operating Fund - 0.00					
3) All teachers participating in BYOT will be required to participate in required trainings.	Tech Coordinator Principal	Staff development held and attendance records kept				
	<b>Funding Sources:</b> General Operating Fund - 0.00					
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

### Goal 3: FISD will continue building a mutually supportive partnership among school, home, and community to improve student achievement.

**Performance Objective 1:** The district will provide the following activities to increase parental involvement by 10%

**Evaluation Data Source(s) 1:** There will be a 10% increase in the number of parents involved in volunteer activities, parent training, public awareness activities and fund raising.

**Summative Evaluation 1:**

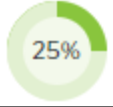
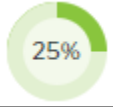




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers will contact each child's parent at least one time each semester.	Classroom Teachers	Conferences documented				
<b>Funding Sources:</b> General Operating Fund - 0.00						
2) Weekly newsletters will have information on upcoming events at FMS.	Principal Classroom teachers	Newsletters are emailed and available on the webpage.				
<b>Funding Sources:</b> General Operating Fund - 0.00						
3) Provide opportunities for parents to interact with school personnel through online grades, Remind 101, email, Rank One Athletic Scheduler, parent conferences and the school website.	Principal Tech Coordinator	Parent usage of technology programs and attendance at conferences increases/				
<b>Funding Sources:</b> General Operating Fund - 0.00						
4) Encourage parental participation in LPAC meetings.	ESL Coordinator Principal	Committee Reports				
<b>Funding Sources:</b> General Operating Fund - 0.00						
= Accomplished                = Continue/Modify                = No Progress                = Discontinue						

**Goal 3:** FISSD will continue building a mutually supportive partnership among school, home, and community to improve student achievement.

**Performance Objective 2:** The district will enhance parents' knowledge in the areas of educational opportunities and parenting.

**Evaluation Data Source(s) 2:** Number of parents and community members attending ESL night classes will increase.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Offer adult ESL classes	Sandy Phillips	Classes offered and attendance kept				
<b>Funding Sources:</b> General Operating Fund - 0.00						
2) Offer GT Parent Meetings in the evenings	GT Coordinator	Record of meetings and attendance				
<b>Funding Sources:</b> General Operating Fund - 0.00						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

# Goal 4: FISD will attract, retain, and maintain highly qualified professional staff in order to provide the best possible education for all students.

**Performance Objective 1:** FISD will maintain a staff of 100% qualified in their teaching field.

**Evaluation Data Source(s) 1:** Teachers and paraprofessionals' certifications will be reviewed annually.

## Summative Evaluation 1:

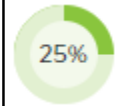





Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide professional development opportunities through district opportunities through district in service, ESC workshops in core academic areas and effective teaching strategies.	Director C&I Principal	Certificates of Attendance and signup sheets on file				
<b>Funding Sources:</b> General Operating Fund - 0.00						
2) Recruit qualified teachers by attending university job fairs and posting positions on our website. Offer a signing bonus o teachers certified in TEA desingated "high needs" areas.	Principal Superintendent	attendance at job fair board approved bonus and paid to these positions				
<b>Funding Sources:</b> General Operating Fund - 0.00						
3) Provide reimbursement to staff members who take professional certification exams to beome HQ in other areas.	Superintendent	receipt of exam score				
<b>Funding Sources:</b> General Operating Fund - 0.00						
4) Train and evaluate para professionals for highly qualified requirement for NCLB.	Principals	sign in sheets and certificates on file				
<b>Funding Sources:</b> General Operating Fund - 0.00						
5) Send letters to parents stating qualifications of child's teachers if not meeting HQ status	Principals	Copy of letter on file				
<b>Funding Sources:</b> General Operating Fund - 0.00						
= Accomplished                = Continue/Modify                = No Progress                = Discontinue						

**Goal 4:** FISD will attract, retain, and maintain highly qualified professional staff in order to provide the best possible education for all students.

**Performance Objective 2:** FISD will provide a comprehensive professional development program based on identified needs.

**Evaluation Data Source(s) 2:** Professional development program will lead to enhanced student performance.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Campus leadership team will annually evaluate professional development for the campus based on the campus needs.	Campus Leadership Team Principal	Professional development scheduled and attendance documented.				
<b>Funding Sources:</b> General Operating Fund - 0.00						
2) Provide opportunities for teachers to visit other teachers classrooms and the opportunity to film and critique their own classroom.	Principals	Record of teachers visit				
<b>Funding Sources:</b> General Operating Fund - 0.00						
3) Continue to require staff to receive staff development hours.	Superintendent	Staff required to receive 6 hours of staff development				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

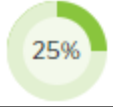
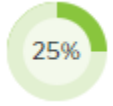
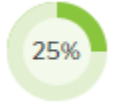
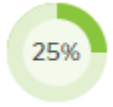
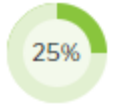






**Goal 4:** FISD will attract, retain, and maintain highly qualified professional staff in order to provide the best possible education for all students.

**Performance Objective 3:** FISD will foster a culture of learner-centered instruction.

**Evaluation Data Source(s) 3:** Student data will indicate improvement.

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Enhance communication and planning by implementing cooperative meetings among departments subjects and grade levels.	Principal	Meetings scheduled and attendance documented				
<b>Funding Sources:</b> General Operating Fund - 0.00						
2) Continue to schedule vertical alignment meetings across the district	Superintendent Principal	Record of meeting				
<b>Funding Sources:</b> General Operating Fund - 0.00						
3) Implement and maintain appropriate interventions for all students	Principal RtI Team	Intervention programs in place and student success is evident				
<b>Funding Sources:</b> General Operating Fund - 0.00						
4) Plan and implement valid student assessment that drive classroom instruction.	Principal Lead teachers	Student assessments prove student learning and success				
<b>Funding Sources:</b> General Operating Fund - 0.00						
5) Teachers and staff will evaluate data on all student groups using DMAC	Principal Director C&I	Student data analyzed and discussed				
<b>Funding Sources:</b> General Operating Fund - 0.00						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

# Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Tutorials will be offered for identified at-risk students and will have the opportunity to be pre-taught or re-taught the material and to have tutorial assistance during the day.
1	1	2	Continue to development RtI team. This team in partnership with classroom teachers will use assessment data to determine gaps in curriculum and evaluate the effectiveness of a child's instruction and make adjustments when needed to aide a student in mastery of the curriculum.
1	1	10	Increase number of SPED students passing STAAR in reading by 10%.
1	2	2	Review the effectiveness of all special population programs: Sp. Ed, At-Risk, 504, Dyslexia, RTI, GT, & ESL.
1	2	3	Analyze master schedule and student IEP's to provide the in-classroom support students need to be successful.
1	2	5	Provide training for special education staff on accommodations and modifications, including Kurzweil and Lead4ward.
1	2	7	Data will be reviewed to identify students meeting the alternate assessment requirement. Students taking alternate assessment will meet all requirements outlined on Alternate Assessment Sheet.