

Comal Independent School District

Spring Branch Middle

2017-2018 Goals/Performance Objectives/Strategies

Accountability Rating: Met Standard

Distinction Designations:
Academic Achievement in Science
Top 25% Student Progress



Mission Statement

The **MISSION** of **SPRING BRANCH MIDDLE SCHOOL** is to prepare **ALL** of our **STUDENTS** for the ninth grade.

Vision

The **VISION** of **SPRING BRANCH MIDDLE SCHOOL** is that **EVERY STUDENT** will have a positive experience during their middle school years and will be prepared for the ninth grade.

Value Statement

It is our **BELIEF** that **TEACHERS, STAFF, STUDENTS** and **OUR COMMUNITY** must work cohesively to create a positive middle school experience for **ALL STUDENTS**.

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Goals

Goal 1: Spring Branch Middle School will function in collaborative teams to maximize student achievement through high standards across all disciplines, which incorporates collaboration, critical thinking, creativity, high quality instructional strategies and innovative teaching. (Teaching and Learning)

Performance Objective 1: At least 90% of our students will meet the passing standard on all state assessments as measure by the Student Achievement measure.

Evaluation Data Source(s) 1: STAAR performance for all students taking an assessment.

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
<p>System Safeguard Strategy</p> <p>1) All students will be provided with the support and materials needed to be successful on all STAAR exams. Student groups include ELL, Special Education, Section 504 and Gifted and Talented.</p>	Teachers, Administration and Support staff.	Limited number of students failing one or more classes. Decrease in number of students not meeting the passing standard on STAAR. Focus time schedule will be created to monitor number of students using this time to focus on success.				
2) Based on data, areas of weakness will be re-taught during classroom warm-ups and spiraled into scope and sequence.	Teachers and Curriculum Instructional Coach	Increased number of students meeting standard on Common Assessments and other assessments				
3) Utilization of the MAP screener to monitor progress and identify students in need of support.	Curriculum Instructional Coach and core content teachers.	All students will take the universal screener at least three times annually. Data will be used to identify students in need of support and target areas of additional instruction needed.				
<p>System Safeguard Strategy</p> <p>4) Students will be encouraged to read a book of their choice in all ELA classes, as well as during Focus Time.</p>	All faculty and staff	All students will be provided time to read during the school day.				
5) Data will be analyzed throughout the school year to allow teachers to adjust instruction, as needed, to address areas of concerns or weakness.	Department Chairs, CIC, teachers and Administration.	Data Meetings, Individual Department meetings, coaching session with teachers with CIC and Collaborative Team Cycle (CTC) meetings.				
6) INOVA data will be used to identify specific students in need of extra support and/or intervention.	Administrative Team	Intervention groups will be created based on this data and appropriate intervention will take place.				
7) MAP Screener will be used to assess students in grades 6th, 7th and 8th in the content areas of math and reading.	Math and ELA teachers, CIC	Intervention groups will be created based on this data and appropriate intervention will take place. The MAP screener will be administered three times annually.				



= Accomplished



= Continue/Modify



= Considerable



= Some Progress



= No Progress



= Discontinue

Goal 1: Spring Branch Middle School will function in collaborative teams to maximize student achievement through high standards across all disciplines, which incorporates collaboration, critical thinking, creativity, high quality instructional strategies and innovative teaching. (Teaching and Learning)

Performance Objective 2: At least 65% of our ELL students will meet the passing standard on all state assessments.

Evaluation Data Source(s) 2: STAAR performance for all ELL students taking a state assessment.

Summative Evaluation 2:










Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
<p>System Safeguard Strategy</p> <p>1) ELL students will be provided additional academic support through an ESL elective, reading intervention and/or inclusion support in the general education classroom.</p>	ESL teacher, paraprofessional and designated administrator.	Grades, campus and district assessment data and state assessments.				
<p>System Safeguard Strategy</p> <p>2) Reading intervention will be provided to ELL students in need of support. Reading Intervention will be provided through the Read 180 program instructed by the campus reading interventionist.</p>	ESL teacher, reading interventionist and designated administrator.	Reading 180 progress monitoring reports, campus and district assessment performance data and state assessments.				
<p>System Safeguard Strategy</p> <p>3) ILIT software will be used in our ELL classroom to help support our ELL students.</p>	ESL Teacher, LPAC Coordinator	Use of ILIT software in the ESL classroom.				
<p>System Safeguard Strategy</p> <p>4) Use MAP assessment data to identify skill deficit for our ELL students.</p>	CIC and ELL teacher	Target specific skills that will be addressed during intervention.				
<p> = Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue </p>						

Goal 1: Spring Branch Middle School will function in collaborative teams to maximize student achievement through high standards across all disciplines, which incorporates collaboration, critical thinking, creativity, high quality instructional strategies and innovative teaching. (Teaching and Learning)

Performance Objective 3: All systems safeguards will be met.

Evaluation Data Source(s) 3: STAAR data will be used to evaluate the number of system safeguards met.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
<p>System Safeguard Strategy</p> <p>1) Quality instruction will be used in all classrooms.</p>	Teachers, Administration and Curriculum Coach	Data collected during walkthroughs, observations and coaching session with CIC.				
<p>System Safeguard Strategy</p> <p>2) A continuum of services will be provided to address the specific needs of students identified as special education and ELL.</p> <p>Examples of Services (Inclusion support, co-teach in 8th Science and Social Studies, Resources Classes offered in Math and ELA, Social Skills, Study Skills, ESL and Essential Academics Setting)</p>	Teachers, Administration and CIC	Master schedule will reflect these services.				
<p>System Safeguard Strategy</p> <p>3) Teachers will identify students classified as economically disadvantaged and monitor their academic performance.</p>	Teachers, Administration and CIC.	Assessment data will be utilized to monitor progress and academic success.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 1: Spring Branch Middle School will function in collaborative teams to maximize student achievement through high standards across all disciplines, which incorporates collaboration, critical thinking, creativity, high quality instructional strategies and innovative teaching. (Teaching and Learning)

Performance Objective 4: SBMS will increase opportunities for students interested or involved in advanced academics.

Evaluation Data Source(s) 4: Increased student performance on Index 4.

Summative Evaluation 4:











Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) GT teacher will be aware of and focus on STAAR performance of GT students who are enrolled in Critical Thinking class.	GT Teacher, CIC and Administration	An increase in the number of GT students scoring advanced on the STAAR.				
2) AVID students will be required to take at least one Pre-AP course annually.	AVID teacher, counselor and Administration.	Increased enrollment of AVID students in Pre-AP classes.				
3) Wrangler Robotics team will be meet and compete at the San Antonio Best Robotics Competition.	Gifted and Talented Teacher	The SBMS team will successfully compete in the contest on October 14, 2017.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: Spring Branch Middle School will function in collaborative teams to maximize student achievement through high standards across all disciplines, which incorporates collaboration, critical thinking, creativity, high quality instructional strategies and innovative teaching. (Teaching and Learning)

Performance Objective 5: SBMS will continue to take the necessary steps in creating high performing teams within departments and by grade levels.

Evaluation Data Source(s) 5: SBMS faculty and staff will use the First Wednesday early release days provided by the district to development high performing teams.

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
System Safeguard Strategy 1) Early Release will be used to help develop collaborative teams at SBMS. There will be a focus on grade level collaboration during these times in the form of CTC.	Administration and Teacher Leaders	Planning time will be used to help develop strategies and for collaboration between teachers and administrators.				
2) Lunch 'N' Learns will be held throughout the school year to focus on effective instructional practices.	Curriculum Coach	Teachers will attend and use strategies in classroom instruction to help improve student performance.				
3) Instructional Specialists will be utilized to provide quality professional development for core content area teachers. Sessions will be provided after school hours to allow all teachers to attend.	Curriculum Coach, Content Specialists	Teachers using strategies learned during professional development to help improve instructional practices in the classroom.				
4) Collaborative Team Cycle (CTC) will be utilized for lesson planning, data analysis and quality instruction development.	Teacher, Department Chair, Curriculum Coach and Administrators.	Alignment of quality instruction practices across content areas and grade level. Increase in student performance.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: Spring Branch Middle School will function in collaborative teams to maximize student achievement through high standards across all disciplines, which incorporates collaboration, critical thinking, creativity, high quality instructional strategies and innovative teaching. (Teaching and Learning)

Performance Objective 6: Implementation of the AVID System will continue.

Evaluation Data Source(s) 6: An AVID elective will be offered at the 7th and 8th grade level. The school wide initiative to encourage all students to use a planner (Iplanner) will continue. Additional school wide initiatives will included student binders and Cornell Notes.

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) The AVID elective will be offered at the 7th and 8th Grade Levels	Counselors and Administration	Students will be enrolled in the AVID elective at both the 7th and 8th grade levels.				
2) AVID Site team will meet on a regular basis	AVID Site Team	The AVID Site Team will meet at least once a month.				
3) Iplanners, binders and Cornell Notes will be utilized by all students at SBMS in our efforts to become an AVID campus.	Teachers and AVID Site Team	100% of the students at SBMS will use the Iplanner, binders and Cornell Notes as organizational tools.				
System Safeguard Strategy 4) Campus wide professional development will focus on WICOR (Writing, Inquiry, Communication, Organization and Reading).	AVID Site Team and Administration	Successful implementation of WICOR strategies in classroom instruction.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: Spring Branch Middle School will function in collaborative teams to maximize student achievement through high standards across all disciplines, which incorporates collaboration, critical thinking, creativity, high quality instructional strategies and innovative teaching. (Teaching and Learning)

Performance Objective 7: Professional development activities will focus on improving achievement of all students, student progress and closing the performance gap.

Evaluation Data Source(s) 7: Increased student achievement of local and state assessment.

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) August staff development will focus on quality tools and instructional strategies.	Administrative Team	Active participation and implementation of teaching strategies discussed in August.				
	Funding Sources: Local Revenue - \$4,605.00					
2) Faculty meetings will be used to focus on continuous staff development.	Administrative Team	Agendas from Faculty Meetings.				
3) Lunch 'N' Learns will be offered throughout the year to provide an opportunity to learn about and share best practices.	Principal and Curriculum Coach	Sessions will be offered and teachers will be observed using strategies during class instruction.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: Spring Branch Middle School will build and strengthen an effective and efficient organization by utilizing a flexible, responsive, and consistent process of continuous improvement. (Systems and Structures)

Performance Objective 1: Existing systems will be monitored and additional systems will be created to ensure SBMS is a positive learning environment for students, teachers, staff and community members.

Evaluation Data Source(s) 1: A faculty advisory committee will be created and will meet at least four (4) times annually to review all non-instructional aspects of the campus.

Summative Evaluation 1:









Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Faculty Advisory Committee was created.	Principal and Committee Members	Increase in Organizational Health Inventory (OHI) scores.	✓	✓	✓	

Goal 2: Spring Branch Middle School will build and strengthen an effective and efficient organization by utilizing a flexible, responsive, and consistent process of continuous improvement. (Systems and Structures)

Performance Objective 2: Instructional systems and structures will be assessed and evaluated on a regular basis.

Evaluation Data Source(s) 2: Department Chair and Campus Instructional Leadership Team (CILT) meeting will be held regularly to evaluate instructional systems.

Summative Evaluation 2:










Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Campus Leadership Team will meet on a regular basis to discuss areas of concern and develop solutions.	Principal and Committee Members	Regularly scheduled meetings				
2) Campus Leadership Team will meet daily during the "Morning Huddle". The purpose of this meeting is to increase collaboration between the members of the leadership team.	Principal	Morning Huddle meeting				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: Spring Branch Middle School will build and strengthen an effective and efficient organization by utilizing a flexible, responsive, and consistent process of continuous improvement. (Systems and Structures)

Performance Objective 3: Safety procedures will be communicated and practiced to ensure the safety of students and staff.

Evaluation Data Source(s) 3: Fire drills will be held monthly. Lockout and lockdown drills will be held twice a year. Disaster drills will be held twice a year.

Summative Evaluation 3:








Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Sept	Nov	Mar	May
1) Fire drills practiced	Principal and AP	Monthly fire drills will be held.				
2) Lockdown and Lockout drills practiced	Principal and AP	A minimum of 2 drills will be practiced.				
3) Bad weather drills will be practiced.	Principal and AP	A minimum of 2 drills will be practiced annually.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: Spring Branch Middle School will build and strengthen an effective and efficient organization by utilizing a flexible, responsive, and consistent process of continuous improvement. (Systems and Structures)

Performance Objective 4: Nurse's Office will be open and available to support the needs of students and faculty.

Evaluation Data Source(s) 4: Nurse's office will be open during regular school hours.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Students with medical needs will be able to visit the nurse on an as needed basis.	Nurse	Students with medical needs are met with on a regular basis.				
Funding Sources: Local Revenue - \$1,600.00						
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: Spring Branch Middle School will cultivate a safe, nurturing, and collaborative environment that promotes high standards, ethical behavior, and mutual respect for all. (Climate and Culture)

Performance Objective 1: The Watch DOGS program will be continued at SBMS.

Evaluation Data Source(s) 1: Parent participation in the Watch DOGS program at SBMS.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Members of the Watch DOGS program will be present and visible in the classrooms to help assist students and teachers.	Principal, APs, Counselors and PTA members	Watch DOGS members will be actively engaged and present at SBMS. Increase in the total number of Watch DOGS.				
2) SBMS will host a "kick-off event" during the fall semester and another event during the spring semester.	Principal	Kick-off event will be held in conjunction with general PTA meeting in the fall.				
Funding Sources: Local Revenue - \$150.00						
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 3: Spring Branch Middle School will cultivate a safe, nurturing, and collaborative environment that promotes high standards, ethical behavior, and mutual respect for all. (Climate and Culture)

Performance Objective 2: A student advisory committee, made up of students from all grades levels will be established to provide an opportunity for students to offer input of how to create a positive environment for all students at SBMS.

Evaluation Data Source(s) 2: The student advisory committee will meet at least four (4) times during the 2017-18 school year. Goal of identifying existing problems on the campus and coming up with potential solutions.

Summative Evaluation 2:










Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) A committee will be formed, made up of a diverse cross section of the student body that meets regularly.	Principal	End of the year survey to measure the effectiveness of this committee's activities.				
2) Students will brainstorm, discuss and examine ways of improving the overall experience students have as students at SBMS.	Principal	Needs assessment will be created by the students.				
3) Students will complete a service project to address one of the areas addressed on the needs assessment that they have created.	Principals and Principal's Student Advisory Committee	Successful completion of service project.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: Spring Branch Middle School will cultivate a safe, nurturing, and collaborative environment that promotes high standards, ethical behavior, and mutual respect for all. (Climate and Culture)

Performance Objective 3: The SBMS counseling department will facilitate an anti-bullying program to help raise aware and to help prevent incidents of bullying on campus.

Evaluation Data Source(s) 3: Focus Time will be used at least 4 times to show the entire student body anti-bullying informational videos throughout the school year.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) SBMS will participate in the Comal Challenge	Teachers and Support Staff	The first Tuesday of each month will be used to present a lesson on the Comal ISD character traits.				
2) Assistant Principals will create a "Keys to Success at SBMS" handout to be distributed in first week packets. APs will hold grade level meetings to discuss expectations for all students.	APs	Keys to success sheet will be created. Grade level meetings will be held during Focus Time.				
3) Air One "Dare to Dream" Assembly will be held to address bullying and the importance of not being labeled in a negative way.	Principal	Assembly held for all students				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: Spring Branch Middle School will cultivate a safe, nurturing, and collaborative environment that promotes high standards, ethical behavior, and mutual respect for all. (Climate and Culture)

Performance Objective 4: Students and faculty will be encouraged to be actively engaged in community service projects during the school year.

Evaluation Data Source(s) 4: The SBMS faculty and students will participate in a wide variety of community service projects.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) SBMS will participate in fund raising with a focus on childhood cancer.	Counselors, teachers and students	Goal of \$4000.00 to be collected.				
2) National Junior Honor Society Students will work to meet the community service hour requirement for membership.	NJHS Sponsor	100% of all students inducted into NJHS will meet community service hour requirements.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 3: Spring Branch Middle School will cultivate a safe, nurturing, and collaborative environment that promotes high standards, ethical behavior, and mutual respect for all. (Climate and Culture)

Performance Objective 5: The faculty, staff and students will promote the benefits of a healthy lifestyle.

Evaluation Data Source(s) 5: Activities will be made available for both staff and students to help reach the goals of living an active and healthy lifestyle.

Summative Evaluation 5:










Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Faculty workout room will continue to be available to all staff members.	SHAC Committee	Faculty members will utilize this workout room on a regular basis.	✔			
Funding Sources: Local Grants - \$0.00						
2) Biggest Loser Contest will be used to help promote the benefits of maintaining a healthy weight for all staff members.	Nurse	Regular weigh-ins to monitor weight loss. The "Biggest Loser" will be awarded a prize at the end of the contest.	●			
3) Promotion and participation in the CISD sponsored events.	SHAC Committee	Faculty, staff, students and community participation in district sponsored runs.	●			

Goal 3: Spring Branch Middle School will cultivate a safe, nurturing, and collaborative environment that promotes high standards, ethical behavior, and mutual respect for all. (Climate and Culture)

Performance Objective 6: The faculty and staff will sponsor and support extracurricular clubs and organizations to encourage student involvement in school sponsored clubs and organizations.

Evaluation Data Source(s) 6: All students will have access and participate in at least one (1) school related club or organization.

Summative Evaluation 6:









Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Sept	Nov	Mar	May
1) A variety of clubs and organizations will be offered as a means to increase student participation in school related activities.	Sponsors of clubs and organizations	Creation of new clubs and increased student participation.				
2) A middle of the year and end of the year survey will be given to students to evaluate and identify students who are not involved in at least on school related activity.	Administrative team	Survey results will be gathered and analyzed.				
3) Students who are not involved in a school related activity, based on middle of the year survey, will be interviewed to determine causes of lack of participation.	Counseling staff and Principal	Data will be collected, interviews will take place and options for involvement will be discussed with students.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 4: Spring Branch Middle School will identify, grow and retain leaders to build capacity at all levels. (Leadership Development)

Performance Objective 1: The interview process will be used to identify and hire the best candidates available.

Evaluation Data Source(s) 1: The campus leadership team will be a part of the interviewing process.

Summative Evaluation 1:









Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) A standard set of interview questions will be developed and used during the interview process.	Principal	Recommendations will be made to hire the strongest candidate with all necessary qualifications for each open position.				
2) Candidates will be screened to select the most highly qualified candidates applying for all open positions.	Principal	An adequate number of candidates will be interviewed to ensure that positions are filled by the most highly qualified applicant.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 4: Spring Branch Middle School will identify, grow and retain leaders to build capacity at all levels. (Leadership Development)

Performance Objective 2: Teachers will be provided various opportunities to take on leadership roles on campus.

Evaluation Data Source(s) 2: A Principal's Advisory Committee will be established and will need regularly to discuss way to better implement the current systems and structures in place on campus.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Principal's Advisory Committee will be established.	Principal	Committee will be formed, maintained and provide feedback to the principal				
2) Principal's Advisory will meet at least four (4) times annually.	Principal	Committee will provide valuable feedback to the Principal. Principal will take this feedback into consideration when making decisions.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	All students will be provided with the support and materials needed to be successful on all STAAR exams. Student groups include ELL, Special Education, Section 504 and Gifted and Talented.
1	1	4	Students will be encouraged to read a book of their choice in all ELA classes, as well as during Focus Time.
1	2	1	ELL students will be provided additional academic support through an ESL elective, reading intervention and/or inclusion support in the general education classroom.
1	2	2	Reading intervention will be provided to ELL students in need of support. Reading Intervention will be provided through the Read 180 program instructed by the campus reading interventionist.
1	2	3	ILIT software will be used in our ELL classroom to help support our ELL students.
1	2	4	Use MAP assessment data to identify skill deficit for our ELL students.
1	3	1	Quality instruction will be used in all classrooms.
1	3	2	A continuum of services will be provided to address the specific needs of students identified as special education and ELL. Examples of Services (Inclusion support, co-teach in 8th Science and Social Studies, Resources Classes offered in Math and ELA, Social Skills, Study Skills, ESL and Essential Academics Setting)
1	3	3	Teachers will identify students classified as economically disadvantaged and monitor their academic performance.
1	5	1	Early Release will be used to help develop collaborative teams at SBMS. There will be a focus on grade level collaboration during these times in the form of CTC.
1	6	4	Campus wide professional development will focus on WICOR (Writing, Inquiry, Communication, Organization and Reading).