

Laredo Independent School District
Dr. Joaquin G. Cigarroa Middle School
2017-2018 Goals/Performance Objectives/Strategies

Mission Statement

Dr. J. G. Cigarroa Middle School will develop students who are mentally, physically and emotionally ready to be effective learners for life and positive contributors to society

Vision

Our Vision is to create a supportive environment where everyone is collectively responsible and accountable for achieving academic excellence. Students are authentically engaged in challenging data-driven instruction, assessments, interventions and enrichment opportunities. At CMS, we are establishing a culture committed to preparing college and career ready students by design and not by chance.

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Goals

Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

Performance Objective 1: Cigarroa Middle School will improve academic performance by showing an increase of 5% in every tested subject area and grade level by creating small communities of learning within the school that will support the improvement and alignment of curriculum amongst content areas.

Evaluation Data Source(s) 1: STAAR scores will increase from:55% to 60% in reading, 68% to 73% in math, 71% to 76% in science, 50% to 60% in writing and 58% to 63% in social studies. Increase Index performance scores in Index 1 from 61 to 66, Index 2 from 38 to 43, Index 3 from 35 to 40, Index 4 from 26 to 31.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p>System Safeguard Strategy</p> <p>Critical Success Factors CSF 2</p> <p>1) Cigarroa Middle School will implement teaming in which a group of students will share common content area teachers (ELAR, math, science, social studies). This strategy will establish stronger student/parent relationships and allow teachers to address and target students' academic needs/social needs and concerns. Teaming will allow teachers to use quality data to drive instructional decisions that will lead to improved student performance.</p>	2, 3	Principal, Assistant Principals, Instructional Facilitator, Counselors, Team Leaders	Student Schedules, Attendance Rosters, T Load Report, Report Cards, CBA/Benchmark Results, STAAR Results, Increased parent attendance at school activities				

<p>System Safeguard Strategy Critical Success Factors CSF 2</p> <p>2) Cigarroa Middle School will increase the academic performance of All students. Concentrated efforts on our special education students by ensuring that students are placed in the least restrictive environment based on ARD decisions. An assessment criteria will be considered in helping determine the best instructional setting for the students. ARD committees will analyze data such as CBA, benchmark and STAAR scores as well as other contributing factors.</p>	2, 3	Principal, Assistant Principals, Instructional Facilitator, SPED Counselor, SPED Teacher Coordinators, SPED Master Teacher	Report Card Grades, CBA/Benchmark Results, STAAR Results, Student Schedules, T-Load Report				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 93461.00, 199 - General Fund: Special Education (PIC 23) - 824622.00, 199 - General Fund: Bilingual (PIC 25) - 121386.00, 199 - General Fund: SCE (PIC 30) - 541101.00, 199 - General Fund: Athletic (PIC 91) - 77882.00, 199 - General Fund: Operating (PIC 99) - 1596844.00, 199 - General Fund: GT (PIC 21) - 560.00, 211 - ESEA Title I: Improving Basic Program - 421905.00, 224 - IDEA - Part B: Formula Fund - 252897.00, 255 - ESEA II, A Training & Recruiting - 305716.00, 263 - LEP Bilingual Program Fund - 17802.00, 435 - SSA Regional Day School - Deaf - 141661.00</p>							
<p>System Safeguard Strategy Critical Success Factors CSF 7</p> <p>3) Cigarroa Middle School will increase the academic performance of ELL students by ensuring teachers implement instructional strategies such as Explicit Direct Instruction strategies that target the ELPS. Teachers will receive professional development to ensure the consistent use of these strategies.</p>	1, 2, 3	Principal, Assistant Principals, Instructional Facilitator, Counselors	Report Card Grades, CBA/Benchmark Results, STAAR Results, Student Schedules, T-Load Report, Lesson Plans				
<p>Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 10000.00, 199 - General Fund: SCE (PIC 30) - 64204.00</p>							
<p>System Safeguard Strategy Critical Success Factors CSF 4</p> <p>4) Cigarroa Middle School will increase the academic performance of all students by implementing writing in the 6th grade for 50% of the students. Sixth grade writing teachers will be part of each academic team and serve as an additional content area teacher. This increased learning time will improve the writing performance that is assessed in the 7th grade and again in the 9th grade.</p>	1, 2, 3	Principal, Assistant Principals, Instructional Facilitator, Counselors	CBA/Benchmark Results, STAAR Results, Student Schedules, T-Load Report, Lesson Plans				
<p>5) Cigarroa Middle School will increase the academic performance of GT, PreAp and higher achieving students by ensuring all teachers are G.T. certified. Campus will also purchase the Springboard curriculum to use in the Pre-AP classes and provide professional development for teachers.</p>	2, 3	Principal, Assistant Principals, Instructional Facilitator, Counselors	CBA/Benchmark Results, STAAR Results, Student Schedules, T-Load Report, Lesson Plans				

6) Cigarroa Middle School will build leadership capacity amongst administrators, master teachers and team leaders by providing PD on the campus' curriculum and instruction plan.	1, 2	Principal, Assistant Principals, Instructional Facilitator, Master Teachers and Team leaders.	CBA/Benchmark Results, STAAR Results, Lesson Plans, Walkthroughs, TTESS observations				
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 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

Performance Objective 2: Cigarroa Middle School will increase teacher quality by focusing on retaining effective teachers while supporting and enhancing the knowledge and skills of current staff with job-embedded professional development. One-hundred percent of professional development provided will address the instructional and curricular needs in order to improve student performance.

Evaluation Data Source(s) 2: Increase teacher quality and increase student performance.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p>System Safeguard Strategy Critical Success Factors CSF 7</p> <p>1) Cigarroa Middle School will provide professional development on the teaming concept which will be fully implemented. Teachers will be trained on the essential components of successful teaming in order to increase teacher quality and increase student performance.</p>	1	Principal, Assistant Principals, Instructional Facilitator, Master Teachers, Team Leaders	Staff Development Agendas and Sign-Ins, Lesson Plans, Walkthroughs				
<p>System Safeguard Strategy Critical Success Factors CSF 7</p> <p>2) Cigarroa Middle School teachers will engage in continuous professional development that will include the flipped PTLC process, Lead4ward PD, Region One PD and Explicit Direct Instruction PD. Professional development will continue to focus on the planning process and content building for all teachers to build leadership and teacher capacity.</p>	1, 2, 3	Principal, Assistant Principals, Instructional Facilitator, Master Teachers, Team Leaders	Teacher sign-ins attending professional development, monitoring of PTLCS by administration, lesson plans, CBAs/benchmark data, STAAR data, walkthroughs				
<p>Funding Sources: 211 - ESEA Title I: Improving Basic Program - 16530.00</p>							
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

Performance Objective 3: Increase in STAAR scores to meet the 4 indexes and get distinctions in all of the categories.

Evaluation Data Source(s) 3: Cigarroa Middle School will make measurable progress towards improving STAAR scores, particularly striving for acceptable status (>70%) for all areas

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
System Safeguard Strategy 1) Cigarroa Middle School will ensure that All students in need of remediation and students at risk of failing will attend afterschool tutorials and Super Saturdays, for assistance in Math, Reading, Writing, Science, and Social Studies.		Principal Assistant Principals Campus Instructional Facilitator	Tutorial Student Rosters, Teachers Sign In Report Cards Skills Checks Bench Marks CBAS				
	Funding Sources: 199 - General Fund: SCE (PIC 30) - 40000.00, 199 - General Fund: Bilingual (PIC 25) - 120100.00						
System Safeguard Strategy 2) Cigarroa Middle School will ensure that the Response to Intervention committee meets as needed to review student progress and recommend intervention strategies.		Principal Assistant Principals District RTI Supervisor	Sign In Sheets Agendas RTI committee Notes Report Card Failure Reports CBA results STAAR Results				
3) Cigarroa Middle School students, including special populations, will participate in Exploring Careers and Career Portal classes.	1, 2	Principal Assistant Principals Campus Instructional Facilitator	Student Rosters Six Weeks Grades Assessments/ Projects				
4) Cigarroa Middle School teachers/Counselors/Administrators will participate in schedule technology Trainings through our Professional Learning Communities throughout the school year.		Principal Assistant Principals Campus Instructional Facilitator Instructional Coaches	Attendance log Agendas				

 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue







Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

Performance Objective 4: 100 % of teachers will be required to demonstrate competency and effectiveness as measured by the new teacher evaluation instrument.

Evaluation Data Source(s) 4: 100% faculty and staff will receive at minimum a proficient rating in their appraisal.

Summative Evaluation 4:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
System Safeguard Strategy 1) Cigarroa Middle Schools administrative teams will spend 70% of their working time overseeing the instructional component of their assigned duties by conducting at least ten walkthroughs per week for teachers.	1, 2, 3	Principal Assistant principals	Observation Forms Weekly Observation Logs Instructional Dialogue forms				
System Safeguard Strategy 2) Cigarroa Middle School administrators will schedule meetings twice every six weeks with Campus Leadership TEAM to ensure adherence to timeline, scope and sequence, curriculum rigor, and analysis of assessment results.		Principal Assistant principals	Weekly Instructional Leadership mtgs. Documentation/daily walkthroughs by administration				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue


Goal 2: The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

Performance Objective 1: 100 % of Cigarroa Middle School faculty and staff will utilize a detailed plan of action responding to a variety of situations that might compromise the safety of students at school.

Evaluation Data Source(s) 1: 100% of students will meet their grade level counselor and belong to an academic team in order to promote social and psychological development.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Cigarroa Middle School will be primarily a "Learning Zone" school promoting instruction. [e, SW2] Principal will: Minimize classroom interruptions. Meet with student leadership to ensure student focus on instruction. Ensure a safe and learner centered environment by focusing on keeping classrooms and hallways free from disruptions.		Principal Assistant Principals Campus Instructional Facilitator	Reduce Discipline Referrals from Last year by 10% Counselor Logs Orientation Agendas Student Sign In at Student Leader-ship meetings.				
2) Cigarroa Middle School faculty and staff will provide incoming 6th grade students with a smooth transition to the middle school environment, provide a continuity of services to all 7th grade students, and prepare all 8th grade students for a smooth transition to the high school.		Principal Assistant Principals Campus Instructional Facilitator Instructional Coaches	6th/7th & 8th Grade Orientation Presentations Sign In Sheets Ongoing student counseling				
3) Cigarroa Middle School will continue with a more active Crime Stopper program to report all wrongdoings and help create a safer school environment		Principal Assistant Principals Crime Stoppers LISD Sponsor	Crime Stopper Records				
4) Cigarroa Middle School will implement a variety of drug prevention activities during Red Ribbon Week.		Principal Assistant Principals Counselors	Agenda, Speaker logs, Documentation of student attendance at drug prevention presentations				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1000.00							

5) Cigarroa Middle School faculty and staff will be assigned to monitor different designated areas on the campus to ensure safety during the morning arrival and lunch periods and dismissal at high traffic times. Communication using two-way radios.	Principal Assistant Principals LISD Police Officer	Monitoring sign in sheets Monitor Log Detention Sign in sheets				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 1200.00					
6) Cigarroa Middle School will have random visits by the LISD K-9 (Drug sniffing dog) to periodically check for drugs.	Principal Assistant Principals LISD PD	Discipline Referral Reports Reduction of drug related cases				
7) Cigarroa Middle School will implement gang preventive measures that will include: identification of members, notification of parents of student's involvement, gang prevention counseling sessions, enforcement	Principal Assistant Principals Counselor(s)	LAP Discipline Referral Report				
8) Cigarroa Middle will instill school pride and promote good behavior by allowing students to wear their school shirts on specially selected Fridays.	Principal Assistant Principals	LAP Participation Report LAP Discipline Referral Reports Lunch time monitors reports				
9) Cigarroa Middle School will continue to work with Communities In Schools (CIS) to help work with at-risk students.	Principal Assistant Principal	CIS Reports Report Cards STAAR Results				
	Funding Sources: 199 - General Fund: SCE (PIC 30) - 18000.00					
						

Goal 2: The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

Performance Objective 2: Cigarroa Middle School will implement intervention strategies to prevent students from dropping out of school out thus decreasing the dropout rate to less than 1 %.

Evaluation Data Source(s) 2: Maintain drop-out rate under 1% and target 0.0% student drop rate.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Cigarroa Middle School will undertake recovery efforts through the various entities such as T-REX, UISD, Texas Dept. of Human Resources, Charter and Private Schools.		Principal Assistant Principals	Dropout recovery report				
2) Cigarroa Middle School will refer At-Risk students and recovered dropoutsto community agencies to ensure academic success and monitor each student's attendance.		Principal Assistant Principals	Dropout recovery Report				

Goal 2: The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

Performance Objective 3: Cigarroa Middle School will promote various initiatives to ensure that students attend class everyday thus increasing attendance rate by >1.4 %.

Evaluation Data Source(s) 3: Increase attendance by 1.4%.

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Cigarroa Middle School will continue with a Calling Committee to ensure ALL Students not present or tardy to first period and throughout the day are called, visited or contacted by our Truant Officers/attendance staff.		Principal Assistant Principals Truant officers, attendance clerks and Team Teachers	1st Period Attendance Reports 2nd Period Attendance Reports Daily Attendance Reports Six Weeks Attendance Reports				
2) Cigarroa Middle School will continue the NBA Program (Never Been Absent) to provide a school wide incentive program for perfect attendance by recognizing students through ceremonies and prizes.		Principal Assistant Principals	2nd Period Attendance Reports Daily Attendance Reports Six Weeks Attendance Reports				
3) CMS will provide activities that encourage student attendance and Participation achievement such as: Athletics UIL Band Orchestra Choir Incentive Rewards for perfect attendance Pop Corn Parties Ice Cream Parties Movies I-Pods		Principal Assistant Principals	Truant Officer/ Attendance Report Agendas at CEIC meetings. 2nd Period Attendance Reports Daily Attendance Reports Six Weeks Attendance Reports				


 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue

Goal 2: The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

Performance Objective 4: 100% of all campus needs will be addressed through an organizational structure that facilitates and supports students' optimal performance.

Evaluation Data Source(s) 4: Decrease retention rate by 0.8 % overall.

Summative Evaluation 4:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Cigarroa Middle School administrators will hold conferences with teachers who have a high failure rate and low district assessment passing rate.		Principal Assistant Principals	Administration documentation Six Weeks Report Card Grades LEP Failure REports CBA assessment results TTESS				
2) Cigarroa Middle School teachers will turn in a Six Weeks Grade Analysis Report and a District Assessment Analysis form of students who failed to include the causal factors and the improvement strategy to include subpopulations like Sp. Ed. Students,LEP students, etc.		Principal Assistant Principals Campus Instructional Facilitators Instructional Coaches	Compilation of reports by content every six weeks				
3) Cigarroa Middle will continue to work with two classroom reduction teachers to address the needs of At-Risk (TIER 3) students that have failed one or more times or have been identified on the ELL failure report as having been in the LEP students for 4 or more years and are still below the advance levels on their TELPAS Reports		Principal Assistant Principals Campus Instructional Facilitator Master Teachers/Instructional Coaches	TELPAS Reports STAAR Results Failure Reports LEP Failure Reports Six Weeks Grades CBA Results				
4) Cigarroa Middle School will support the technological infrastructure for the improvement and upkeep of current and future technology needs.	1	Principal and Assistant Principals	Meeting current and future instructional needs				
							

Goal 3: The school district will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.

Performance Objective 1: Cigarroa Middle School will continue to promote proactive strategies to increase parental attendance to open houses by 10 %, leading to meaningful parent and family involvement.

Evaluation Data Source(s) 1: 80% of parents at Cigarroa Middle School will support their child's education as documented by teachers indicating that parents: (1) respond to school calls and correspondence, (2) attend at least one school activity

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Cigarroa Middle School will conduct informative sessions such as PTA, Parenting Sessions, Meet the Teacher Night, and Progress Report days for parents and community regarding school issues, academic standards, daily attendance, and ways to better serve our children.		Principal Assistant Principals Parent Liason	Agendas, sign-ins, progress reports for each of the meeting held as well as feedback from parents.				
2) Cigarroa Middle School teachers will have parent conferences with the team, in person, to address student progress or concerns, in addition to phone calls home.		Principal Assistant Principals	Returned report cards with parent signature, Parent conference documentation, referral to attendance office if contact is not made.				
3) Cigarroa Middle School will encourage parents to participate in scheduled, special school-wide activities, assemblies, community and parental involvement sessions [f, SW 5]		Principal Assistant Principals Parent Liason	Log of participants for each of the scheduled activities /events				
4) Cigarroa Middle School will establish and maintain social media sites (e.g. Facebook) for the campus to promote and highlight upcoming activities and accomplishments.		Principal Assistant Principals Tectnology Trainer	Site activity and views Community response to upcoming events Enhanced student morale				
5) Cigarroa Middle School teachers will inform parents of the goals and objectives of the Texas public school system in regards to STAAR and promotion guidelines.	6	Principal Assistant Principals	Agendas, parent conference summary report, sign in sheets.				
							

Goal 3: The school district will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.

Performance Objective 2: Cigarroa Middle School will work to increase community involvement on campus by 10 %.

Evaluation Data Source(s) 2: Cigarroa Middle School will have a minimum of three yearly projects involving members of the community, and increasing the number of events by at least 10%.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Cigarroa Middle School will ensure that community leaders, including business representatives, participate in CEIC.	6	Principal Assistant Principals	Agenda & sign-ins for meetings				
2) Cigarroa Middle School will encourage community members to participate in campus activities, such as AR kick off, Red Ribbon Week, Breast Cancer Awareness Month, Career Day, and Autism Awareness Month, to name a few.		Principal Assistant Principals	Log of participants for each of the scheduled activities /events				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 840.00							
							

Goal 4: The school district shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.

Performance Objective 1: Increase Fitness gram scores by 5 %.

Evaluation Data Source(s) 1: 100 % of CMS students will show an increase in their Fitness gram scores.

Summative Evaluation 1:

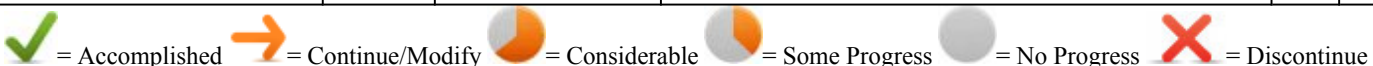
Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) In P.E. class, students will be required to walk/jog laps for the first ten minutes.		P.E. Coaches Administration	Attendance logs, observation/lap log				
			Fitness Gram Report				
Funding Sources: 181 - Athletic Fund - 86128.00							
2) Individual fitness folders will reflect the progress of each student.		P.E. Coaches Administration	Fitness folder Report Card				

Goal 4: The school district shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.

Performance Objective 2: Increase student awareness of the benefits of a healthy lifestyle by increasing in the number of students taking the fitness/health classes.

Evaluation Data Source(s) 2: 100% of CMS students will acquire knowledge on the benefits of a healthy lifestyle through their elective classes.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Monthly, during P.E. classes, students will be reading about issues relating to healthy lifestyles. Posters will be placed around the campus promoting healthy lifestyles.	1	Principal Assistant Principals	Walkthroughs, Test Results				
2) Nurses will be available to monitor and assist with student health issues on a daily basis.	1	Principal Assistant Principals	Student journals, student posters, student essays				
3) UIL Athletic Programs will benefit students by promoting a healthy and active life style by encouraging student participation in athletics.	1, 5	Principal, coaches	Increase number of students participating in programs.				
							

Goal 4: The school district shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.

Performance Objective 3: 100% of the faculty and staff will be given the opportunity to participate in our campus employee wellness program.

Evaluation Data Source(s) 3: 100% of the faculty and staff will be given the opportunity to take the Fitness gram test to show that our campus employees are leading a healthier lifestyle.

Summative Evaluation 3:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Employees can participate in open gym before school or after school at least once a week.		Principal Assistant Principals	Fitness logs				

Goal 5: The school district will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the school district will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for LISD students.

Performance Objective 1: Cigarroa Middle school will develop and implement strategies that are 100 % aligned to campus budget, needs assessment and performance data.

Evaluation Data Source(s) 1: 100% of alignment of campus budget to needs assessment, and STAAR data.

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Cigarroa Middle School will implement a budget process to ensure the campus meets its goals and priorities.		Principal Assistant Principals	Budget committee agenda, District Budget printouts				
2) Cigarroa Middle School will ensure that campus fiscal allocations will be ear-marked for Scientifically Based Researched (SBR)resources: a. Consultants b. Workbooks/software/etc.		Principal Assistant Principals	Purchase requisitions, current budget printouts				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 17000.00							
3) Cigarroa Middle School will continue to engage students with EDI strategies which enhance student's learning.	1	Principal Assistant Principals	Higher STAAR scores Level of student engagement Walkthroughs				
							

Goal 5: The school district will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the school district will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for LISD students.

Performance Objective 2: 100 % of teaching staff will be utilized to assist with student learning every day.

Evaluation Data Source(s) 2: 100% instructional resources and materials will be used to promote student achievement as noted in the chart.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Continue using the team concept approach, Cigarroa Middle School teachers will share effective teaching practices/ activities with each other in order to promote uniformity in learning.		Principal Assistant Principals Campus Instructional Facilitator	Sign in sheets and sample lessons				
2) Cigarroa Middle School teachers will engage in structured lessons planning during their weekly department meeting time by using DMAC to analyze performance data.		Principal Assistant Principals Campus Instructional Facilitator	Lesson Plans walkthroughs Analyzes Reports CBA Data STAAR Data				
3) CATE Teachers will engage students in daily activities in current soft ware and technology.		Principal Assistant Principal	Lesson Plans walkthroughs Six weeks grades				
							







Goal 6: The school district will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.

Performance Objective 1: 100% of first year teachers will be partnered with a TxBESS Mentor

Evaluation Data Source(s) 1: Campus will recruit and maintain highly qualified staff

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Cigarroa Middle will continue partnership with TAMU Teacher Preparation Program.	5	Principal Assistant Principals	Shadowing, Mentoring and Modeling logs Student fulfillment of University requirements				
2) Cigarroa Middle School will continue the district mentor program for all new teachers by assigning each new teacher aTxBESS Mentor and 2nd year teachers, a TxBESS Buddy.	5	Principal Assistant Principals	TXBESS forms and logs				
3) Cigarroa Middle School will implement a new campus initiative to assist new teachers by pairing them with seasoned teachers within the academic team.	2, 3, 5	Principal Assistant Principals Instructional Coordinator	Sign in sheets during Team Meetings. Teacher retention at the end of the year.				


 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 6: The school district will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.

Performance Objective 2: 100% of campus faculty will be certified to teach in their assigned content area and increase certification of teachers in areas that address special populations, such as ESL or bilingual populations

Evaluation Data Source(s) 2: Increase the number of ESL certified teachers to 100% of our ELA staff. Campus will recruit and maintain highly qualified staff.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) New CMS teachers will observe experienced Master Teachers and other teachers to gain classroom management strategies.	5	Principal Assistant Principals	Observation Logs Walkthroughs				
2) LEA (Local Educational Agency) will provide content deans for support.		Principal Assistant Principals	Logs and Sign In				
3) Teachers will continue to receive training on EDI strategies, ESL and Differentiation strategies, SIOP and on the STAAR Assessment.		Principal Assistant Principals	Sign-ins Walkthroughs				
System Safeguard Strategy 4) Strategies to attract highly qualified Teachers for the 2017-18 school year to actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.		Principal	Maintain highly qualified teachers. Lower teacher turnover rates. Maintain a high level of academic success to support and encourage growth improvement and student achievement.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 4280196.00							
5) General Staff funding at Cigarroa MS	1	Principal	Personal Evaluations				
							

Goal 7: The school district will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement.

Performance Objective 1: 100 % of accountability of fixed assets and accurate inventories.

Evaluation Data Source(s) 1: Inventory will be updated and maintained on a yearly basis with 100% accuracy.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Cigarroa Middle School will maintain a fund tracking system to account for all program expenditures including maintenance and operations of school facilities.		Principal Assistant Principals	Annual budget, Budget Transfer Amendments				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 7337.00						
2) Cigarroa Middle School will update fixed assets inventory	1	Principal Assistant Principals	Annual budget, Budget Transfer Amendments				
3) The CMS will participate in the E-rate Program that offers discounts for Voice, video and data communication		Principal and Chief Technology Officer	Broad Band and continued accessibility to instructional web to ensure communication in the learning process. Annual Report				
	Funding Sources: 180 - E-Rate Fund - 187254.00						

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Cigarroa Middle School will implement teaming in which a group of students will share common content area teachers (ELAR, math, science, social studies). This strategy will establish stronger student/parent relationships and allow teachers to address and target students' academic needs/social needs and concerns. Teaming will allow teachers to use quality data to drive instructional decisions that will lead to improved student performance.
1	1	2	Cigarroa Middle School will increase the academic performance of All students. Concentrated efforts on our special education students by ensuring that students are placed in the least restrictive environment based on ARD decisions. An assessment criteria will be considered in helping determine the best instructional setting for the students. ARD committees will analyze data such as CBA, benchmark and STAAR scores as well as other contributing factors.
1	1	3	Cigarroa Middle School will increase the academic performance of ELL students by ensuring teachers implement instructional strategies such as Explicit Direct Instruction strategies that target the ELPS. Teachers will receive professional development to ensure the consistent use of these strategies.
1	1	4	Cigarroa Middle School will increase the academic performance of all students by implementing writing in the 6th grade for 50% of the students. Sixth grade writing teachers will be part of each academic team and serve as an additional content area teacher. This increased learning time will improve the writing performance that is assessed in the 7th grade and again in the 9th grade.
1	2	1	Cigarroa Middle School will provide professional development on the teaming concept which will be fully implemented. Teachers will be trained on the essential components of successful teaming in order to increase teacher quality and increase student performance.
1	2	2	Cigarroa Middle School teachers will engage in continuous professional development that will include the flipped PTLC process, Lead4ward PD, Region One PD and Explicit Direct Instruction PD. Professional development will continue to focus on the planning process and content building for all teachers to build leadership and teacher capacity.
1	3	1	Cigarroa Middle School will ensure that All students in need of remediation and students at risk of failing will attend afterschool tutorials and Super Saturdays, for assistance in Math, Reading, Writing, Science, and Social Studies.
1	3	2	Cigarroa Middle School will ensure that the Response to Intervention committee meets as needed to review student progress and recommend intervention strategies.
1	4	1	Cigarroa Middle Schools administrative teams will spend 70% of their working time overseeing the instructional component of their assigned duties by conducting at least ten walkthroughs per week for teachers.
1	4	2	Cigarroa Middle School administrators will schedule meetings twice every six weeks with Campus Leadership TEAM to ensure adherence to timeline, scope and sequence, curriculum rigor, and analysis of assessment results.

Goal	Objective	Strategy	Description
6	2	4	Strategies to attract highly qualified Teachers for the 2017-18 school year to actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.