

Canutillo Independent School District
Jose Alderete Middle School
2015-2016 Campus Improvement Plan

Accountability Rating: Met Standard

Distinction Designations:

Academic Achievement in Reading/English Language Arts
Academic Achievement in Mathematics
Academic Achievement in Science
Academic Achievement in Social Studies
Top 25% Student Progress
Top 25% Closing Performance Gaps



Mission Statement

WE LOVE KIDS!

We will provide an effective teacher in every classroom supported by a quality school environment that will inspire, empower, and impact kids.

Vision

To become a premier school district with nationally ranked bi-literate graduates that will be able to create, collaborate, communicate, critically think, and apply the knowledge and skills to be successful in post-secondary and the workforce and more importantly, in life.

Core Beliefs

Culture of Excellence

Student Centered

High Expectations

Accountability

Transparency

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Alderete Middle School is comprised of 643 students that are fed to it through 3 elementary schools; Canutillo Elementary, Davenport Elementary, and Reyes Elementary. AMS has 218 students who are coded as Limited English Proficient (LEP), 34%. Each of our grade levels is composed of between 92% and 96% Hispanic/Latino students and we are a campus that is designated as a Title I campus with 100% "free" lunch.

Demographics Strengths

- High participation in CTE and GT Programs
- Low student/teacher ratio
- Monthly LPAC meetings
- ELL/Migrant tutors
- Parent ELL meetings
- Social Clubs for ELLs
- Monitor teachers for SPED
- Incentives for high attendance and academic achievement
- 504 reading interventions
- Math MM interventions
- Purchase of Library/Reading materials

Demographics Needs

- Linguistic and skills classes for ELLs (Goal 2)
- Intensive Response to Language Acquisition Program (Goal 2)
- Honors or Humanities Program for GT or at the very least, after school GT program (TEAM QUEST) (Goal 2)

- True co-teaching model of inclusion with proper training or certified teacher in a content mastery setting (Goal 2)
- Need additional play-away and audio books in the library for EL populations (Goal 2)
- Reading materials for EL populations at appropriate grade level and to their desired genre (Goal 2)

Student Achievement

Student Achievement Summary

AMS has grown in overall population during this academic year by nearly 40 students. While our overall scores did not improve from the previous year AMS maintained 6 stars on the Texas State index evaluation for the 14-15 school year. Based on the CIT meeting of December 16, 2015, we have revised our Needs Assessment to include the development of a Math lab for student and class use.

Student Achievement Strengths

- Data show slight improvement
- Use AR classes as intervention for both Math and English

Student Achievement Needs

- Intervention classes (Goal 2)
- Tutors in the Classes (Goal 2)
- PBIS across the Board (Goal 2)
- Establish a Math lab for the supplementary assistance of our students who are in need of closing achievement gaps and those who are At-Risk. (Goal 2)

School Culture and Climate

School Culture and Climate Summary

Alderete is a school with tremendous pride and history. The school takes a proactive approach when working with parents and students. The campus has a strong sense of teamwork. AMS has utilized the OHI surveys and development strategies for the past 2 academic years in order to promote a healthy culture and climate.

School Culture and Climate Strengths

- Strive for Excellence

School Culture and Climate Needs

- Emergency Planning Committee (Goal 1)
- More monies for supplies for copy machine (Goal 5)
- Communication with a common language (clear, concise, timely) (Goal 1)

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Alderete Middle School continues to recruit and retain highly qualified staff. Teacher development is continually offered for employees to remain cutting edge in pedagogy.

Staff Quality, Recruitment, and Retention Strengths

- Our campus teacher retention rate is high (Low turnover).
- Great sense of community.

Staff Quality, Recruitment, and Retention Needs

- Apply stipends with fidelity (ie pay all teachers who are bilingual certified and ESL the advertised stipend)
- Have bill boards all over the city advertising our 7 out of 7 Stars for the Accountability Ratings in order to recruit teachers.
- Advertise our achievements at all local, state, and national conferences. (Goal 5)
- Time for staff development to maintain the quality and keep up with the research and changes in the national education trends.

Effective trainings that will improve teacher performance. (Goal 2)

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Alderete Middle School continues to have a successful PLC model. The use of common and formative assessments have contributed to student achievement. With the better utilization of tutoring processes students are being targeted for intervention earlier.

Curriculum, Instruction, and Assessment Strengths

We believe that our curriculum is clearly linked to the TEKS and other standards for student learning:

- We have curriculum writing where every core subject aligns curriculum to our district campuses and state TEKS and objectives.
- We have adopted instructional resources that are aligned to the state TEKS and objectives.
- In our campus we utilize Think-Through Math, Lead Forward Documents and TEA Documents

We use data to inform curriculum, instruction, and assessment decisions:

- We use heat maps and PLC's to disintegrate data. We use data to set up goals and target instruction on weaknesses

What does data reflect about how curriculum, instruction, and assessment are aligned:

The following is our strengths in how curriculum, instruction, and assessment aligned with 21st Century Learning Skills:

- Evidence of Art and Science of Teaching, Kagan and DOKS, SIOP strategies, Classroom Norms and Procedures.
- Life skills: student council, Robotics, NJHS, Mayas Club, Special Olympics, Leader in Me, 7 Habbits, and Life Skills.

Evidence that supports the implementation of high impact/high yield additional interventions for students who need assistance beyond primary classroom instruction: Mentoring Minds (Supplemental Math), RTI, AR Recovery, Homework Recovery, Eagle Recovery, Block Parties, and Tutoring Detention

Evidence that assessments are aligned with clearly specified and appropriate achievement expectations and that they are developed and linked to measure the effect of curriculum and instruction:

- Through summer curriculum writing curriculum writers develop common assessments that use various DOK questions that are of the same rigor as the STAAR test. Questions were developed using test bank questions, previous STARR tests and other district resources.

How the scope of assessments provide a comprehensive and representative sampling of student performance that allows for confident conclusions about achievement:

Again, common assessments are developed that represent DOK questions of high rigor similar to that of the STAAR test.

Evidence that there is a process for monitoring, evaluating and renewing the curriculum to meet the needs of all learners:

Lesson Planning, Student demographics- Seating Charts, PLC, GT Training, RTI Training, Modifications and Accommodations

Curriculum, Instruction, and Assessment Needs

- **Need evidence that there is a process for monitoring, evaluating and renewing the curriculum to meet the needs of all learners (Goal 2)**
- Trying to reduce the numbers for inclusion classes and for heavily populated ELL classes (Goal 2)
- Lack of SPED support in all classroom setting including inclusion classes. (Goal 2)

Family and Community Involvement

Family and Community Involvement Summary

Alderete Middle School struggles with parent involvement. Gains have been made to communicate with parents with the school-wide message center and the new digital marquee. AMS would like to establish a Parent Teacher Organization. During the previous year, AMS had a larger than average pool of parent volunteers. We hope to build on this and develop a PTO for this academic year.

Family and Community Involvement Strengths

- - Parent/Teacher Conference
 - Parent Liaison
 - ELL/LPAC Monthly parent night
 - Health fair
 - Christmas Carol
 - Northwest Early college parent night
 - Academic & Athletic banquets
 - GED & English classes offered to parents
 - Thanksgiving school luncheon

Family and Community Involvement Needs

- Inform teachers of community events by posting flyers in teachers lounge (Goal 5)
- Provide information on campus & district policies & procedures to parents during open house (Goal 4)
- Create a strong PTA team (Goal 4)
- Translators for parents meetings (Goal 4)
- Add text messages to communicate information to parents (Goal 4)
- Involve or inform parents of student misbehavior for home support (Goal 4)
- Use SRO officer to do parents presentations on discipline(Goal 4)

School Context and Organization

School Context and Organization Summary

Alderete Middle School works diligently to intervene early for student achievement. The entire campus takes responsibility for the safety of the school. The school works to include parents and the community in its plans with the help of the Parent Liaison. AMS will strive to include parents in all decisions including the development of a PTO.

School Context and Organization Strengths

- Reading interventions classes.
- Mentoring Minds classes rescheduled for math interventions.
- Teacher-driven committees for decision-making and school policies.
- Summer content-based curriculum writing.
- Entering students' perception of school is very positive.
- Administration open-door policy is valid and proven true
- Low staff turnover rates

School Context and Organization Needs

- Parental involvement (Goal 4)
- English language acquisition (Goal 2)
- Content-area readiness(Goal 2)

Technology

Technology Summary

Alderete is committed to using technology in the classroom. AMS has seen the growth of technology hardware in the classroom such as smartboards, data projectors, and elmos. Now, the school is setting its sights to put technology in student's hands with cows, tablets, and interactive clickers.

Technology Strengths

- Bringing in additional technology
- Teachers use technology regularly

Technology Needs

- Training for technology equipment on campus. (Goal 2)
- Data projectors mounted for each classroom.(Goal 2)
- Update Network
- PLC meetings to focus on technology (Goal 2)

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

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 End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local benchmark or common assessments data
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RTI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

Employee Data

- Professional Learning Communities (PLC) data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Teacher STaR Chart Technology Data
- PDAS and/or T-TESS

Goals

Goal 1: Provide Safe and Secure Environment

Performance Objective 1: During the school year 2015-2016, AMS will continue supporting the framework (School Wide Positive Behavior Intervention Support) for establishing the social culture and behavioral supports needed for a school to be an effective learning environment for all students.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) A campus administrator wil coordinate the implementation of School Wide Positive Behavior Intervention Support.		Prevention Specialist; Campus Administration	*Meeting agendas and minutes *Meeting sign in sheets				
2) PBIS campus team will include: administrator, counselor, teacher, staff and student representation.		Prevention Specialist; Campus Administration	*Meeting agendas and minutes *Meeting sign in sheets				
3) PBIS team will implement the PBIS model including: meeting on a monthly basis (minimum) to conduct needs assessments, analyze data, identify and target campus needs through the implementation of evidence-based practices.		Prevention Specialist; Campus Administration	*Meeting agendas and minutes *Meeting sign in sheets *Discipline quarterly reports *Campus needs assessment *Action plans				
4) PBIS campus team will attend a minimum of 2 local PBIS trainings per year and one regional conference.		Prevention Specialist; Campus Administration	*Meeting agendas and minutes *Meeting sign in sheets				
5) The campus will implement the "No Place for Hate" initiative and will conduct 3 separate activities throughout the year.		Prevention Specialist; Campus Administration	Campus being designated as a "No Place for Hate" school				
6) Through the student support department, the campus will implement a science based substance abuse and violence prevention curriculums to educate students in grades: 5th, 6th and 7th, 9th.		Prevention Specialist, Support Services Director, Campus Administration	*Classroom rosters *Prevention schedules				
7) Through the student support department parents will be educated on substance abuse and violence prevention at parent meetings or events.	6	Prevention Specialist; Support Services Director; Campus Administration	Sign in sheets				
8) The campus assistant principal will be trained to provide formal training to staff to accurately identify and report bullying in accordance with the Texas Anti-bullying law.		Principal Assistant Principal	Training through region 19 or other vendor Agenda for staff training				

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










Goal 1: Provide Safe and Secure Environment

Performance Objective 2: AMS will provide a minimum of three activities to students that promote a safe and drug free school throughout the 2015-2016 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) AMS will recognize Red Ribbon week with MM lesson plans and dress up days which support drug free schools.		AP Counselors	Activity Calendar lesson plans				
2) Guidance presentations on safe and drug free schools will be presented to all grade levels.		Counselors	Lesson Plans				
3) Informational fliers will be given to parents at Parent Conferences on safe and drug free schools.	6	Parent Liaison	Fliers				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							
















Goal 1: Provide Safe and Secure Environment

Performance Objective 3: AMS student discipline referrals will decrease by 1% for the 2015-2016 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Administrative Team will give presentations on student expectations and PBIS strategies and matrices during Mentoring Mind classes.		Principal Asst. Principal PBIS Committee	Comparison Reports Referrals				
2) AMS will decrease ISS and OSS placements through the use of PBIS practices by a total of 6% over the 2015-2016 academic year.		Assistant Pincipal PBIS Committee	TEAMS Reporting Data				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Provide Safe and Secure Environment

Performance Objective 4: The Emergency Operations Plan will be updated for the 2015-2016 school year and reviewed by 100% of the faculty and staff.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) EOP buckets will be maintained and distributed to teachers.		Assistant Principal	Check-out sheets for materials				
2) Monthly drills-fire, lockdown lights on, lockdown lights off, etc. and monthly safety topics as determined by the district.		Assistant Principal	Calendar of drills				
3) Purchase supplies for the campus that help support student safety i.e. radios, whistles, etc.		Assistant Principal	PO's				
4) 98% of Campus employees will view the environment and safety as adequate at AMS.		Assistant Principal	Employee Opinion Survey				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Provide Safe and Secure Environment

Performance Objective 5: AMS will complete at least 3 projects that will promote school beautification or maintain school facilities.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Purchase Paint, mats, flags, and other supplies as needed to create a safe and inviting environment.		Principal Custodian	PO's				
2) Purchase furniture for classrooms to replace old, outdated, and broken furniture as needed.		Principal, Custodian	PO's				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 1: In the 2015-2016 school year AMS will receive MET EXPECTATIONS in State Accountability ratings on all tested subjects and raise scores as follows: Reading from 72% to 80%, Math from 71%-78%, Writing from 62% to 80%, Science from 81% to 85% and Social Studies from 65% to 75%. AMS will also improve our Level 3 Advanced performance in Reading to 20%, Social Studies to 12%, Science to 12% and Algebra I to 75%.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1</p> <p>1) Continue to implement Texas Essential Knowledge Skills (TEKS) using TEKS Resources program in all content areas to include the upload of Learning Goals, Proficiency Scales and associated common assessments.</p>	2	Principal Assistant Principal Instructional Coach	Lesson Plans PLC Agenda's TEKS Resource System				
<p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1</p> <p>2) Continue implementation of mandatory lesson plans using the PLC designed template in Eduphoria and ensuring implementation of Art and Science of Teaching - Learning Goals, Proficiency Scales and the associated common assessments</p>	2	Instructional Coach	Eduphoria Reports				
<p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>3) Retain the position of an Instructional Coach to oversee academic intervention programs and implement best practices on campus.</p>	3, 4, 8, 9	Principal	HR contract				
	Funding Sources: 211-Title I-Part A - \$62443.00						
<p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 4</p> <p>4) Institute Reading Intervention classes for 6th, 7th, and 8th grade students who failed the STAAR exam to include ELL students.</p>	9	Principal, IC	Master Schedule				
<p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 4</p> <p>5) Continue double-blocking of Social Studies, Science, Math, and Reading 8th grade classes to help raise STAAR SS scores.</p>		Principal, IC, Counselors	Master Schedule				

State System Safeguard Strategy Critical Success Factors CSF 1 CSF 4 6) AMS will provide summer school for 8th grade students who fail the Reading and Math STAAR.	9, 10	Principal, Assistant Principal, IC, Summer School Administrator	Summer School Rosters 3rd Administration of STAAR (Summer 2016)				
	Funding Sources: 211-Title I-Part A - \$1440.00, 185-State Compensatory Education - \$7793.00						
State System Safeguard Strategy Critical Success Factors CSF 1 7) AMS will hire an academic tutor to assist at-risk and ELL students to pass their classes and state assessments.	9, 10	Principal, Assistant Principal, Instructional Coach	Tutoring sign-in sheets				
	Funding Sources: 185-State Compensatory Education - \$45000.00						
8) Extend Pre-AP courses to 6th grade and continue Pre-AP and AP courses for 7th and 8th grade students		Principal, Counselors	Principal, Counselors				
9) Special Education students will meet state average in passer standards for the STAAR Accommodated test.		Principal, Instructional Coach, SPED PLC Leader	STAAR A Results				
10) Developing a Math Lab in order to provide supplementary instruction and strategies to students in order to achieve the Goal/Objective.	2	Principal Math PLC	Achievement of the 78% goal for our Math STAAR				
	Funding Sources: 211-Title I-Part A, 185-State Compensatory Education						
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							












Goal 2: Increase Student Academic Achievement

Performance Objective 2: AMS will meet System Safeguards in Reading and Mathematics for the 2015-2016 school year in all groups and sub-groups.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>State System Safeguard Strategy</p> <p>1) Provide after school and Saturday tutoring and Homework Center for at-risk and ELL students.</p>	9	Instructional Coordinator	Sign-in sheets				
Funding Sources: 185-State Compensatory Education - \$8659.00, 211-Title I-Part A - \$6769.00, 211-Title I-Part A - \$1000.00, 185-State Compensatory Education - \$5413.00, 211-Title I-Part A - \$1000.00							
<p>State System Safeguard Strategy</p> <p>Critical Success Factors</p> <p>CSF 1</p> <p>2) Provide intervention programs such as Think Through Math, Successful Reader, Accelerated Reader, Achieve 3000, iLit, etc. to all students including ELL to improve scores.</p>	2	Curriculum and Instruction Department, Principal, Instructional Coordinator	Program Reports Progress Reports Report Cards STAAR Results				
<p>State System Safeguard Strategy</p> <p>Critical Success Factors</p> <p>CSF 1 CSF 4</p> <p>3) Hire an ESL paraprofessional to monitor academic success of LEP population</p>		Instructional Coordinator	HR contract				
Funding Sources: 185-State Compensatory Education - \$28981.00							
<p>4) Hire a Library paraprofessional to assist librarian and increase student usage of the library.</p>	4	Librarian	HR contract and Library sign-in sheets				
Funding Sources: 211-Title I-Part A - \$25899.00							
<p>5) Provide books and supplies that will support intervention programs such as Successful Reader, Accelerated Reader for student success.</p>	1	Principal	Purchase orders				
<p>6) Utilize multiple programs, iLit, ESL Reading Smart, English in a Flash, Achieve 3000, etc. to provide our ELL students the opportunity to pass the STAAR tests to within 10% of all student groups.</p>		Principal, AP, Instructional Coach	STAAR Results				
Funding Sources: 211-Title I-Part A - \$5000.00							
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 3: During the school year 2015-2016, 100% of AMS instructional budget will be used to focus on student academic improvement and success.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Continue to provide students with instructional materials needed to advance TEKS within the curriculum (i.e. materials, supplies, practice sets, etc.)	1, 10	Principal, Instructional Coordinator, Office Manager	PO's				
				Funding Sources: 185-State Compensatory Education - \$2000.00, 211-Title I-Part A - \$7000.00			
2) Offer incentives for students to increase academic performance (i.e. PAC man t-shirts, All A Honor Roll medals, AB Honor roll certificates, ice cream socials, Principal's 100 pizza party, UIL celebration, etc.)		Principal Guidance Counselors Instructional Coach Office Manager	PO's				
3) AMS will provide necessary technology to students and teachers in order to provide them with the tools that they need to support academic success of our students.		Principal, Assistant Principal, Instructional Coach, Office Manager	All funding will have been spent on student and teacher needs.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 4: 100% of all eligible 8th grade students will develop a four year plan, through their Career and Technology teacher for the 2015-2016 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Guidance presentations will be given to 8th grade classes with information on college admissions, financial aid, dual credit, and Northwest Early College	7	Counselors	Lesson Plans				
2) Purchase supplies for students and the school which will focus on college readiness.		Principal Counselors	PO's				
3) Personal Graduation Plans will be completed with parental and student input for students who failed STAAR assessment.	2	Principal, CTE Coordinator, Counselors, Instructional Coach.	PGP's				
4) AMS will create a Transition Action Plan for the 8th grade students.	7	Principal, Instructional Coach, Counselors	TAP will be included in the PGPs				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							
















Goal 2: Increase Student Academic Achievement

Performance Objective 5: AMS dropout rate for grades 6-8 will continue to be at 0% for the 2015-2016 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Counseling for at-risk students.		Counselors	Counselor sign-in sheets At-Risk Folders				
2) At-Risk students will have an individual plan which will be updated and monitored yearly.	8	Instructional Coordinator Counselors PEIMS Clerk	At-Risk Folders				
3) Purchase supplies and agendas to support study skills for students to use in classrooms in order to ensure academic success.		Office Manager	P.O.s				
State System Safeguard Strategy Critical Success Factors CSF 1 4) Students who are unsuccessful in STAAR testing will have a personal graduation plan developed with parental input.	2	Counselors, Instructional Coach	PGP's				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							














Goal 2: Increase Student Academic Achievement

Performance Objective 6: All eligible AMS students will be prepared for high school transition by offering academic courses that transfer to high school credit and be advised of the different graduation and financial aid plans available for graduation throughout the 2015-2016 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Guidance presentations will be given to students through grade-level meetings and school will develop a college culture.		Counselors	Lesson Plans				
2) 8th grade students will have an opportunity to take PIT a CTE course for high school credit.		Counselors CTE teachers	Four Year Plans Transcripts Pre-registration				
3) AP Spanish will be offered at AMS with students taking the AP exam or CBE free of charge so students can gain high school credit.		Counselors Foreign language teacher	AP exam scores				
4) Purchase materials for AP Test and CBE administration.		Counselors Office Manager	Purchase orders and tests				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Increase Student Academic Achievement










Performance Objective 7: In the 2015-2016 school year, all students will participate in college/career activities for post secondary education.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) AMS will have a College/Career Day.		Counselors and Parent Liaison	Program				
2) AMS will support the book "7 Habits of Highly Effective Teens" for a schoolwide book study on how to develop strategies for college and career success.		Principal, Counselors	Lesson Plans				
3) All 8th grade students will take the ACT ASPIRE to determine college readiness in the fall semester. Scores will be disaggregated in Mentoring Minds classrooms by teachers to students.	7	Counselors	Lesson Plans and inservice agenda to train 8th grade teachers.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 8: AMS will have 100% progress monitoring of 504, Special Education, GT, At-Risk, ELL and Migrant students.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Continue to fund a Reading Intervention teacher to support 504 students.	9	Principal	HR				
Funding Sources: 185-State Compensatory Education - \$52740.00							
2) Continue to fund an At-Risk and Special Education paraprofessionals to support students in special populations in the classroom.		Principal	HR				
Funding Sources: 185-State Compensatory Education - \$16565.00							
3) Inclusion classes for Special Education students in core subjects will be continued to be supported with additional staff in the classroom.		Principal, Counselors, SPED PLC leader	Master Schedule				
4) A Migrant Tutor and a GT teacher funded by the district will continue to provide services for Migrant and GT students.		Principal, Instructional Coach	Sign-in sheets				
State System Safeguard Strategy Critical Success Factors CSF 1	8, 9	Instructional Coach, Counselors	Meeting Minutes				
5) Create an ER(Eagle Recovery) program that will identify students every 3 weeks for academic or counseling intervention. Continue RTI process on campus to ensure No Student is Left Behind.							
6) Purchase instructional supplies and materials for students and teachers who are at-risk of not passing exam.		Principal, IC, Office Manager	PO's				
Funding Sources: 185-State Compensatory Education - \$2560.00							
State System Safeguard Strategy Critical Success Factors CSF 1		Assistant Principal, Instructional Coach, LPAC Chair, and LPAC paraprofessional	Agenda and minutes of meetings.				
7) Continue monthly LPAC meetings to discuss progress of ELL's to include EOY LPAC with feeder schools.							
8) Maintain effective ARD Committee meetings to ensure that 100% of Special Education students' IEPs are followed in order to benefit their academic, physical, and emotional development.		Principal, Assistant Principal, IC, Counselors, Diagnostrician, Special education Teachers	ARD Deliberations				

9) AMS will sponsor a GT club that will work with that population of students in a capacity that will provide them additional academic challenges; for example, TEAM Quest, or STEAM Club. This club will meet 4 times during the school year.		Principal, Instructional Coach, Club Sponsor	The club will meet 2 times during each semester.				
10) Develop training for our teachers in utilizing a Co-Teaching model during our inclusion classes. We will provide training through district and regional resources to take place during the Fall semester of 2015.		Principal, PLC Leader SPED	Training will take place on or through campus resources for use in the classroom.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							












Goal 2: Increase Student Academic Achievement

Performance Objective 9: AMS teachers and instructional para-professionals and will have 100% Highly Qualified Teachers who are Professionally Developed to meet the needs of all student populations.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Continue to only hire HQ teachers and paraprofessionals.	3	HR	100% HQ status				
2) All new teachers will be assigned a mentor and received district training and support.	5	Principal, Judy Jimenez	Training Agendas				
3) Celebrate school success with faculty and staff with luncheons, awards, plaques, etc.		Principal Office Manager	PO's				
4) Provide PD of 100% of Teachers through Tuesday PLC meetings in the areas of Special Education, Instructional Technology and ESL instructional strategies. Work in collaboration with the CISD ALS, SPED and C&I Departments.		Principal	PLC Agendas				
5) AMS will support the performance management system established by CISD through effective use of the T-TESS evaluation system.		Principal, Assistant Principal	Completion of 100% of teacher evaluations				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 10: Student attendance at AMS will be 97.5% for the 2015-2016 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Phone calls home for students with excessive absences.		Assistant Principal Attendance Clerk	Phone logs.				
2) Perfect attendance medals and celebratory party for students at the end of the year		Assistant Principal Attendance Clerk	Improved attendance rates				
3) Conduct "all calls" to our parents prior to vacation periods to remind the importance of daily attendance.		Attendance Clerk	Attendance rates compared to previous year				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							














Goal 2: Increase Student Academic Achievement

Performance Objective 11: 100% of eligible AMS teachers and staff will receive trainings and professional development that support the district goals.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) HR training on appropriate student teacher interactions will be required for all staff.		Principal	Sign-in Sheets				
2) Provide reading material and supplies for teachers for Professional Development	4	Principal, AP, IC	PO's				
3) AMS will continue Tuesday Administrative PLC's to instruct teachers on ASOT, RTI, TEKS, common assessments, etc. to develop teacher toolboxes.	4						
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							


Goal 3: Enhance Student & Drive Towards a Career/Profession

Performance Objective 1: The AMS Counseling Team will meet quarterly with grade levels to provide positive student support and address their needs throughout the 2015-2016 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Bullying Presentations will be given to all grade levels.		Counselors	Lesson Plans				
2) Guidance Presentations on healthy relationships, academic counseling, etc		Counselors	Lesson Plans				
3) AMS school counselors will utilize the ASCA model to begin to develop the personal social domain of the comprehensive guidance and counseling program for 6-8 students to include character etiquette and student communication.		Counselors	Model development and plan				
4) Student field trips and events to support character, education, social skills development and behavior management.		Principal, IC, Assistant Principal, counselors	record of grade level field trips				
Funding Sources: 199-Local Funds - \$5000.00							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 3: Enhance Student & Drive Towards a Career/Profession

Performance Objective 2: AMS will offer monthly wellness opportunities for faculty and staff to promote healthy and productive employees for the 2015-2016 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Wellness committee will offer at least 3 wellness activities such as turkey toss, wellness drawings, and health fairs to encourage healthy habits.		Nurse Wellness Committee	Purchase orders				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 3: Enhance Student & Drive Towards a Career/Profession

Performance Objective 3: During the 2015-2016 school year, 100% of eligible students will participate in the district's Coordinated School Health (CSH) Program to develop students' mental, emotional, learning, physical, and social aspects.












Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Conduct state required FITNESSGRAM testing for student in the physical education class or equivalent.		School Health Facilitator; Campus Administration; Physical Education teacher	*Testing schedules *FITNESSGRAM reports				
2) Students participate in MVPA (Moderate to Vigorous Physical Activity) minimum of 30 minutes per day or 225 minutes per two weeks for 4 semesters while providing instruction from CATCH and TEKS.		School Health Facilitator; Campus Administration; Physical Education teacher	*Lesson plans (Physical Education TEKS) *Classroom walkthroughs *FITNESSGRAM reports				
3) *Safety policies to be established if the student/teacher ratio is greater than 45 to 1 in a physical education class.		School Health Facilitator; Campus Administrators; Physical Education	Safety plan to address a higher 45 to 1 teacher to student ratio				
4) Provide instruction on Health Education K-8 (TEKS) and healthy bodies' presentations.		PE/Health teacher Coordinated School Health Committee	*Lesson plans *Materials used *Presentations				
5) Provide one representative for the district School Health Advisory Committee (SHAC).		Coordinated School Health Team	*Sign in sheets of SHAC *Agendas and minutes				
6) Meet Quarterly as a campus Coordinated School Health team to monitor and implement the necessary strategies and tools as outlined by the School Health Index, FITNESSGRAM and other local assessments.		Administrators, Nurses, PE/Health Teachers, Cafeteria Manages, Counselor, Safe and Healthy personnel	Sign in Sheets				
7) Appropriate personnel will receive necessary training on CPR, AED, First Aid, UDCA, and CPI.		Administrator, Coordinated School Health Committee	Sign-in Sheets Certifications CPI Training Updates				
8) Implement approved Human Sexuality programs		Coordinated School Health Committee, Nurse, PE teachers, Health teachers, Other approved Presenter	Class rosters, Returned parent permission forms				

9) Campus will recruit 2 Wellness Coordinators to invite staff to participate in wellness activities during the year to foster positive attitudes and healthier living.	School Health Facilitator; Campus Administrators; Wellness Coordinators	Rosters of participation in activities				
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= Accomplished
 = Considerable
 = Some Progress
 = No Progress
 = Discontinue














Goal 3: Enhance Student & Drive Towards a Career/Profession

Performance Objective 4: During the 2015-2016 school year, AMS will create at least 3 student success activities which recognizes students achievement in academics and athletics.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) End of year celebration recognizing student achievement in academics and athletics.		Admin Team, Athletic Coordinator, Coaches	Program				
2) AMS will conduct a PAC-Man dance for the first semester to reward students for passing all of their classes with a 75% or better.		Principal IC	Semester Grades				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 1: Parents will be informed every 3 and 6 weeks on their child's academic progress and state test scores during the 2015-2016 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) AMS will print report cards and progress reports and sent them home with students.	6	Principal Registrar	TEAMS reports				
2) AMS will host two parent-teacher conference days during the school year.	6	Principal Parent-Liaison	Sign-in sheets				
3) AMS will host an Open House in August to inform parents about student expectations that include academic expectations.		Principal, Parent Liaison	Sign In Logs				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							












Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 2: AMS will increase parental involvement by providing activities for parents and community members to attend once a month throughout the 2015-2016 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) AMS athletic teams will schedule half of their games at their home campus.	6	Athletic Coordinator	Team Schedule				
2) AMS will hold an Open House for parent information.	6	Principal CIT	Program				
3) AMS will host ELL Newcomer parent meetings through the year to inform parents of student success.	6, 7	Principal Admin Team Parent Liaison	Sign-in sheets				
Funding Sources: 211-Title I-Part A - \$1000.00							
4) AMS will maintain sound system and purchase supplies and reading materials for parent meetings and activities which are supported by parents.	6	Principal Office Manager	School Programs				
Funding Sources: 211-Title I-Part A - \$800.00, 211-Title I-Part A - \$500.00							
5) Continue to hire a Parent Liaison on campus to assist parents and teachers and to facilitate the formation of a PTO.	1, 6	Principal	HR contracts				
Funding Sources: 211-Title I-Part A - \$30719.00							
6) Increase the amount of parent volunteers with clear expectations		Principal and Parent Liaison	Number of Volunteer Applications.				
7) The AMS fine arts department will have at least 6 performances during the 2015-2016 school year including a theatre arts performance for Christmas.		Principal, Fine Arts Department	Fine Arts Showcase participation in Spring at CHS				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							










Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 3: AMS Mentoring Minds classes will devote two class periods a week to continue to build citizenship with the student body using PBIS, Philosophy, and 7 Habits of Highly Effective Teens.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) PBIS will attend 2 trainings each year, meet every month, and have 3 No Place for Hate Activities for the school year		Assistant Principal	Agendas				
2) The Leader in Me will continue in the 6th grade classes and 7th and 8th grade Mentoring Minds classes will, through the counselors and student volunteers use the 7 Habits of Highly Effective Teams to develop lessons		Counselors	Agendas				
3) With the help of the SRO, AMS will create a CrimeStoppers program called EAGLE Eyes		Assistant Principal SRO	Minutes of meetings				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 4: AMS will create Professional Learning Communities for the campus office and support staff as well as for the custodial/maintenance crews of AMS.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) AMS office staff will meet monthly in the form of a PLC to discuss best practices in office management and customer service.		Principal, Office Manager	Agenda Sign In Sheet				
2) AMS custodial staff will meet monthly in the form of a PLC to discuss facility issues and scheduling on extra curricular activities.		Principal, Lead Custodian	Agenda Sign In Sheet				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 1: AMS will utilize social media and campus created technology weekly to promote the campus and the achievements of our students and faculty as well as informing the community of upcoming events.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Continue to support through the master schedule, a technology individual who will be responsible for the upkeep of our webpage, facebook, twitter, and other social media outlets. This person will continue to promote the athletic, academic and extra curricular activities of the students of AMS through these media outlets. These outlets will be constantly updated with the current school logo and over 10 posts per week.		Principal, Technology Teacher	Twitter Record Facebook Page Web Site				
2) Maintain the webpage with current information to include the upcoming events for the school and to include the history of the campus. Update weekly.		Principal, Technology Teacher	Web Page				
3) AMS will promote at least 4 student performances, athletic events and academic events that the AMS students are involved.		Principal, Technology Teacher	Parent Participation in events-sign in logs.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							










Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 2: AMS will develop community partnerships to benefit the campus as a whole and the exposure of our student population to positive influences in our community.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) AMS will develop 1 new community partnership each semester.		Principal, Assistant Principal	End of Year				
2) AMS will reach out to public and community business members to establish a pool of positive role models to speak to the students of AMS.		Principal, Business Manager	Log of Speakers				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 3: AMS will spend 95% of allotted funds during the 2015-2016 school year based on the needs of the campus.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) 85% of all federally allocated funds will be spent before the end of the academic year.		Principal, Business manager	POs Budget				
2) AMS will meet the minimum expenditure requirements for all special programs and special populations, including; SPED, ELL, 504, GT, as it complies with TEA requirements.		Principal, Business Manager	POs Budget				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

State System Safeguard Strategies

Goal	Objective	Strategy	Description
2	1	1	Continue to implement Texas Essential Knowledge Skills (TEKS) using TEKS Resources program in all content areas to include the upload of Learning Goals, Proficiency Scales and associated common assessments.
2	1	2	Continue implementation of mandatory lesson plans using the PLC designed template in Eduphoria and ensuring implementation of Art and Science of Teaching - Learning Goals, Proficiency Scales and the associated common assessments
2	1	3	Retain the position of an Instructional Coach to oversee academic intervention programs and implement best practices on campus.
2	1	4	Institute Reading Intervention classes for 6th, 7th, and 8th grade students who failed the STAAR exam to include ELL students.
2	1	5	Continue double-blocking of Social Studies, Science, Math, and Reading 8th grade classes to help raise STAAR SS scores.
2	1	6	AMS will provide summer school for 8th grade students who fail the Reading and Math STAAR.
2	1	7	AMS will hire an academic tutor to assist at-risk and ELL students to pass their classes and state assessments.
2	2	1	Provide after school and Saturday tutoring and Homework Center for at-risk and ELL students.
2	2	2	Provide intervention programs such as Think Through Math, Successful Reader, Accelerated Reader, Achieve 3000, iLit, etc. to all students including ELL to improve scores.
2	2	3	Hire an ESL paraprofessional to monitor academic success of LEP population
2	5	4	Students who are unsuccessful in STAAR testing will have a personal graduation plan developed with parental input.
2	8	5	Create an ER(Eagle Recovery) program that will identify students every 3 weeks for academic or counseling intervention. Continue RTI process on campus to ensure No Student is Left Behind.
2	8	7	Continue monthly LPAC meetings to discuss progress of ELL's to include EOY LPAC with feeder schools.

State Compensatory

Budget for Jose Alderete Middle School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
185.11.6118.05.042.30	6118 Extra Duty Stipend - Locally Defined	\$46,691.00
185.11.6118.40.042.30	6118 Extra Duty Stipend - Locally Defined	\$3,636.00
185.11.6119.35.042.30	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$52,740.00
185.11.6126.03.042.30	6126 Part Time Support Personnel - Locally Defined	\$41,145.00
185.11.6128.40.042.30	6128 Overtime Pay - Locally Defined	\$909.00
185.11.6129.00.042.30	6129 Salaries or Wages for Support Personnel	\$39,849.00
185.11.6141.00.042.30	6141 Social Security/Medicare	\$578.00
185.11.6141.03.042.30	6141 Social Security/Medicare	\$597.00
185.11.6141.05.042.30	6141 Social Security/Medicare	\$1,193.00
185.11.6141.35.042.30	6141 Social Security/Medicare	\$765.00
185.11.6141.40.042.30	6141 Social Security/Medicare	\$67.00
185.11.6142.00.042.30	6142 Group Health and Life Insurance	\$9,838.00
185.11.6142.35.042.30	6142 Group Health and Life Insurance	\$4,919.00
185.11.6143.00.042.30	6143 Workers' Compensation	\$231.00
185.11.6143.03.042.30	6143 Workers' Compensation	\$239.00
185.11.6143.05.042.30	6143 Workers' Compensation	\$477.00
185.11.6143.35.042.30	6143 Workers' Compensation	\$306.00
185.11.6143.40.042.30	6143 Workers' Compensation	\$28.00
185.11.6145.00.042.30	6145 Unemployment Compensation	\$69.00
185.11.6145.03.042.30	6145 Unemployment Compensation	\$72.00
185.11.6145.05.042.30	6145 Unemployment Compensation	\$143.00
185.11.6145.35.042.30	6145 Unemployment Compensation	\$91.00

185.13.6145.40.042.30	6145 Unemployment Compensation	\$9.00
185.11.6146.00.042.30	6146 Teacher Retirement/TRS Care	\$219.00
185.11.6146.05.042.30	6146 Teacher Retirement/TRS Care	\$848.00
185.11.6146.35.042.30	6146 Teacher Retirement/TRS Care	\$562.00
185.11.6146.40.042.30	6146 Teacher Retirement/TRS Care	\$355.00
185.11.6149.00.042.30	6149 Employee Benefits	\$598.00
185.11.6149.35.042.30	6149 Employee Benefits	\$731.00
6100 Subtotal:		\$207,905.00
6200 Professional and Contracted Services		
185.11.6299.01.042.30	6299 Miscellaneous Contracted Services	\$1,250.00
6200 Subtotal:		\$1,250.00
6300 Supplies and Services		
185.11.6329.00.042.30	6329 Reading Materials	\$5,000.00
185.11.6398.00.042.30	6398 Computer Supplies/Software - Locally Defined	\$18,000.00
185.11.6398.01.042.30	6398 Computer Supplies/Software - Locally Defined	\$21,225.00
185.11.6399.00.042.30	6399 General Supplies	\$2,560.00
185.11.6399.40.042.30	6399 General Supplies	\$941.00
6300 Subtotal:		\$47,726.00
6400 Other Operating Costs		
185.13.6411.00.042.30	6411 Employee Travel	\$5,000.00
185.11.6494.00.042.30	6494 Reclassified Transportation Expenses	\$5,000.00
185.13.6499.00.042.30	6499 Miscellaneous Operating Costs	\$2,000.00
6400 Subtotal:		\$12,000.00

Title I

Schoolwide Program Plan

Jose Alderete began with 643 students.

6th grade 219students

7th grade 197 students

8th grade 227 students

Campus has identified that student population as AT-Risk - 52%, Migrant at 3% and GT greater than 10%.

Ten Schoolwide Components

1: Comprehensive Needs Assessment

Alderete Completed the Comprehensive Needs Assessments in all components and identified the following needs to be targeted for the 15-16 school year.

- Focus on ELL students to target reading intervention as indicated through campus reports
- Work on supplemental resources to provide assistance to all students that are struggling and to decrease achievement gap
- Professional development and support for new TEKS
- Intervention meetings with ELL students- LPAC and all at risk students
- parent and student involvement for learning expectations- parent involvement to include PAC meeting and establishing a PTO for AMS
- collaborative events with Elementary feeder pattern to ensure a smooth transition from 5th to 6th grade.
- Use of PLC's for clear communication and target content areas of needs
- Increase and focus on meetings for PBIS maintaining a positive culture and climate. PBIS will re-evaluate the student referral process, consequences and ISS.
- Professional Development in core content and inclusion model to support students effectively
- Establish a student mentoring program
- Ensure that technology is accessible for classroom use during instruction

* Increase Access points for internet *

2: Schoolwide Reform Strategies

Alderete Middle School maintains a PLC model for improving schoolwide instruction in the classroom. AMS continues to implement TEKS using the C-Scope program for classroom lesson design.

3: Instruction by highly qualified professional teachers

AMS continues to employ 100% HQ individuals for all teaching and paraprofessional on the campus. The campus Instructional Coach works with teachers to improve their performance in the classroom for children.

4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff

Professional development at AMS is three-fold. It represents the mission of the Canutillo School district, it represents teacher needs in the classroom, and it represents the importance of non-teaching personnel to improve their performance.

5: Strategies to attract highly qualified teachers

In order to attract and retain HQ teachers, CISD has competitive compensation packages and the school is responsible to assign quality mentors to new teachers and release time to attend district training.

6: Strategies to increase parental involvement

AMS works diligently to increase parental involvement. Communication is the key and the school utilizes schoolwide messaging program, mailouts, and its electronic marquee to disseminate information. The Parent Liaison also works to increase parent attendance at school functions and meetings.

7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs

As a middle school, AMS does not have direct impact with preschool children transitioning to elementary schools. However, AMS supports our feeder elementary schools by providing coordination of facilities for their programs. Additionally AMS works on transitioning students from 8th to 9th grade with close collaboration with High School.

8: Measures to include teachers in the decisions regarding the use of academic assessments in order to improve the achievement of individual students and the overall instructional program

AMS continues to use the Campus Improvement Team and Content PLC's to increase teachers in decision making. All CIT and PLC agenda's are filed to

provide documentation of teacher input in campus decisions for instructions.

9: Activities to ensure effective timely assistance for students who experience difficulty mastering the proficient or advanced levels of academic achievement standards

AMS has various program to ensure timely assistance for students who are experiencing difficulty in achieving academic success. Programs ranging from RTI, Eagle Recovery, AR recovery, homework detention, Personal Graduation Plans, tutoring services, summer school, etc. to ensure students are provided targeted and specific help.

10: Coordination and integration of federal, state and local services and programs

With the assistance of our Finance Department, AMS ensures that funds are coordinated and integrated along different programs. Compliance Director Elvia Moreno and External Funding Coordinator Ana Zuniga ensure CIP's reflect this coordination. This includes ESL, Special Education, At-Risk, etc.

2015-2016 Campus Improvement Committee

Committee Role	Name	Position
Administrator	Geoff Kimble	Principal
Administrator	Maria R. Salcedo	Assistant Principal
Business Representative	Martin Shulz	Business/ Community
Classroom Teacher	Daniel Gomez	Teacher
Classroom Teacher	Sandra Guerrero	Teacher
Classroom Teacher	Jodie Helm	Teacher
Classroom Teacher	Patricia Hoover	Teacher
Classroom Teacher	Claudia Martinez	Teacher
Classroom Teacher	Ruby Ann Palacios	Teacher
Classroom Teacher	Estella Ramos	Teacher
Classroom Teacher	Myriam Vargas	Teacher
Classroom Teacher	Sharon Walker	Teacher
Non-classroom Professional	Lorena Arriaga	Instructional Coach
Non-classroom Professional	Dey Fronce	Counselor
Non-classroom Professional	Nelly Jallad	Counselor
Paraprofessional	Estella Rodriguez	Parent Liaison
Paraprofessional	Jorge Valenzuela	LPAC Aide
Parent	Mr and Mrs. Feig	Parents
Parent	Mrs. Gutierrez	Grandparent
Parent	Mr. Lang	Parent