



**Liberty Middle School
Campus Improvement Plan
2015-2016**

SBDM Committee Approved: Dec. 07, 2015



LIBERTY MIDDLE SCHOOL
An International Baccalaureate Campus

VISION

“Together we envision our students as contributing educated members of society who are active, compassionate lifelong learners”.

MISSION

“Through the coordinated efforts of staff, students, parents and the community, our mission at Liberty Middle School is to provide our students the total middle school experience, to prepare them for high school, college and beyond”.



Alfredo Carrillo –Principal

**Julie Mason
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Velma Garcia
Kristina Young
Robert Peterson
Argelia Colby
Hal Anderson
Araceli Perez
Cynthia Parrao
Sonia Arce
Anabel Jaime
Karianne Contreras
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Myrna Trevino
Domingo Lopez
Jessica Martinez
Rebecca Martinez
Juana Alanis
Manuela Villarreal
Margie Gonzalez**

**Dean of Instruction
Administration
Math Department Chair
ELA Department Chair
Social Studies Department Chair
Science Department Chair
6th Team Leader
7th Team Leader
8th Team Leader
Counselor
Counselor
Migrant Counselor
Community Liaison
Diagnostician
Paraprofessional
Paraprofessional
Parent Educator
Parent
Parent
District SBDM Representative**

ADMINISTRATION

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Raquel Garcia, Assistant Principal
Judy Sanchez, Assistant Principal
Julie Mason, Dean of Instruction

COUNSELORS

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Annabel Jaime

INSTRUCTIONAL COACH

David Granadoz

LIBRARIAN

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COMMUNITY LIAISON

Ignacio Lopez

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Steven Rios
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Nora Rivera
San Juanita Rivera
Rigoberto Rodriguez
Arnold Salinas
Sara Sanchez
San Juanita Sepulveda
Federico Solis
Chriselda Stevenson
Erasmus Teran
Migeul Vargas
Maria Velasco
Ishmael Villescas
Kristina Young

What We Believe In

Guiding Principles

- Commitment to Greatness
- Passion For our Work
- Live the Golden Rule
- No Excuses
- Accountability

What We Want to Accomplish

Every student will graduate bi-literate, college ready, college connected, and college complete.

THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

THE STATE OF TEXAS PUBLIC EDUCATION GOALS

GOAL #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.

GOAL #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.

GOAL #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.

GOAL #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

Objective #1: Parents will be full partners with educators in the education of their children.

Objective #2: Students will be encouraged and challenged to meet their full educational potential.

Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

Objective #4: A well-balanced and appropriate curriculum will be provided to all students.

Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.

Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.

Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.

Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.

Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Title I, Part A

School wide Components:

- 1. A comprehensive needs assessment of the entire school(including taking into account the needs of migratory children as defined in section 1309(2)) that is based on information which includes the achievement of children in relation to the State academic content standards and the State student academic achievement standards described in section 1111(b)(1).**
- 2. School wide reform strategies that provide opportunities for all children to meet the State's proficient and advanced levels of student academic achievement, use effective methods and instructional strategies that are based on scientifically based research, and that include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the State student academic achievement standards who are members of the target population of any program that is included in the school wide program.**
- 3. Instruction by highly qualified teachers.**
- 4. In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the State's student academic achievement standards.**
- 5. Strategies to attract high-quality teachers to high-need schools.**
- 6. Strategies to increase parental involvement in accordance with section 1118, such as family literary services.**
- 7. Plans for assisting preschool children in the transition from early childhood programs, such as Head Start, Even Start, Early Reading First, or a State-run preschool program, to local elementary school programs.**
- 8. Measures to include teachers in the decisions regarding the use of academic assessments described in section 1111(b)(3) in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.**
- 9. Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards required by section 1111(b) (1) shall be provided with effective, timely additional assistance which shall include measures to ensure that student difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.**
- 10. Coordination and integration of Federal, State, and local services and programs, including programs supported under this Act, violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.**

Comprehensive Needs Assessment



Data Resources Reviewed

1. 2014-15 STAAR District Summary Report
2. 2014-15 Attendance
3. Discipline Referrals
4. PEIMS Demographics
5. Walk-through Data
6. Parental Involvement Data
7. McRel Teacher Evaluations
8. Professional Development Plan
9. Teacher Certifications
10. TELPAS Scores
11. Technology Inventories
12. PBMAS

Comprehensive Needs Assessment



Demographics

Demographics Summary

Special Education:

The following sources were used to review the Special Education data : State of Texas Assessments of Academic Readiness (STAAR) results, Performance Based Monitoring Assessment System (PBMAS) and State Performance Plan (SPP) indicators to determine strengths and needs of our Special Education students. In addition, the Special Education Department was very involved in the curriculum writing and revision for grades K-12 during the summer to ensure that the general curriculum meets the needs of our special education students. Professional development is also coordinated with the curriculum and instruction department to ensure that all general education teachers are well versed in best practices that support the learning of special education students.

Needs:

System Safeguards Data: As evidenced in the STAAR assessments , the results show an achievement gap as follows:

- In Reading, the achievement gap between SpEd and All students 2014-2015 is 43%.
- In Mathematics, Writing, Science, and Social Studies, the achievement gap between SpEd and All students 2014-2015 is not given.
- We had less than 10% of our students in Special Education.

Personnel Needs:

The Special Education Department must work closely with the human resource department to ensure that highly qualified teachers and instructional assistants are recruited, hired, and placed in the appropriate educational setting and to implement the inclusion model effectively.

Professional Development Needs:

The Special Education Department must work closely with the Curriculum and Instruction Department and provide PD in the area of co-teaching to implement the inclusion model effectively.

Comprehensive Needs Assessment



Demographics

Demographics Summary Continued:

English Language Learners (ELL):

The following data comes from TEA and the 2015 State system Safeguards. The DL Department also worked closely with the human resource department to ensure that highly qualified teachers and instructional assistants were recruited, hired, and placed in the appropriate educational setting. Each curriculum and instruction central office administrator by campus type was also assigned an English Language and Spanish Language Development coach to enhance bi-literacy. In addition, the DL Department was very involved in the curriculum writing and revision for grades K-12 during the summer to address the needs of our ELL students and align the curriculum between English and Spanish Language Arts that led to a more coherent and consistent bi-literacy program. Professional development was also coordinated with the curriculum and instruction department to ensure that all general education teachers utilize best practices that support the learning of ELL students.

Needs:

As evidenced in the STAAR assessments , the results show an achievement gap as follows:

- In Reading, the achievement gap between ELL and All students 2014-2015 is 43%.
- In Mathematics, the achievement gap between ELL and All students 2014-2015 is 14%, but STAAR 3-8 mathematics scores were not available.
- In Writing, the achievement gap between ELL and All students 2014-2015 is 21%.
- In Science, the achievement gap between ELL and All students 2014-2015 is 18%.
- In Social Studies, the achievement gap between ELL and All students 2014-2015 is 23%

Comprehensive Needs Assessment



Demographics

Demographics Summary

English Language Learners (ELL):

Strengths:

- The Middle School TELPAS Yearly Progress Indicator was 43% in 2014 and increased to 50% in 2015.

On the STAAR exam:

- 6th grade Reading passing rate for ELL students at PSJAISD was 53%, 7 points above the state.
- 7th Grade Reading passing rate for ELL students at PSJAISD was 39%, 3 points above the state.
- 8th Grade Reading passing rate for ELL students at PSJAISD was 47%, 8 points above the state.
- 8th Grade Science passing rate for ELL students at PSJAISD was 45%, 7 points above the state.

Comprehensive Needs Assessment



Demographics

Demographics Summary Continued:

Economically Disadvantaged

The following sources were used to review the Economically Disadvantaged data: State of Texas Assessments of Academic Readiness (STAAR) results, and System Safeguards to determine strengths and needs of our Economically Disadvantaged Students.

Needs:

System Safeguards Data: As evidenced in the STAAR assessments, the results show an achievement gap as follows:

- In Reading, the achievement gap between Eco Dis and All students 2014-2015 is 4%.
- In Mathematics, the achievement gap between Eco Dis and All students 2014-2015 is 1%.
- In Writing, the achievement gap between Eco Dis and All students 2014-2015 is 5%.
- In Science, the achievement gap between Eco Dis and All students 2014-2015 is 2%.
- In Social Studies, the achievement gap between Eco Dis and All students 2014-2015 is 2%.

Strengths:

- 8th grade Reading passing rate for Eco Dis students was 62%, 2 points above the state percentage for ALL students..
- 8th grade Science passing rate for Eco Dis students was 65%, 4 points above the state percentage for ALL students.

Comprehensive Needs Assessment Continued: Goal 1-8 Summary of Findings

GOAL	Area Reviewed	Summary of Strengths	Summary of Needs	Priorities
1	Index 1: Student Achievement	8 th Grade Reading Campus exceeded State Target for Index 1 with 64% Mastery 70% or Higher	<ul style="list-style-type: none"> 7th Grade Math and Writing 8th Grade Science and Social Studies <p>Mastery 55% or Lower</p>	<p>Improve student learning outcomes in :</p> <ul style="list-style-type: none"> 7th Grade Math and Writing 8th Grade Science and Social Studies <p>SMART Goal: 60% or Higher</p>
2	Index 2: Student Progress	Campus exceeded the State Target for Index 2 of 28% with 33% meeting or exceeding the progress measure.	<ul style="list-style-type: none"> 67% of our students did not meet or exceed progress measure. 	<ul style="list-style-type: none"> Address the needs of identified students to meet the progress measure in 2014-15 in Reading and Mathematics
3	Index 3: Closing the Achievement Gap	Campus exceeded the State Target for Index 3 of 27% with 37%	<ul style="list-style-type: none"> ESL population did not meet PBMAS Standard in Reading, Science, Writing, and Social Studies Special Education students did not make up at least 10% of our population last year, no data available 	<p>Special population groups will receive additional support and intensive interventions in reading, writing, math, science, and social studies.</p>
4	Index 4: Post Secondary Readiness	The campus met the index 4 target of 13% with a score of 23%.	<ul style="list-style-type: none"> 7th grade math and writing 8th grade math and Social Studies <p>Mastery at Final Recommended was below 25%.</p>	<ul style="list-style-type: none"> Provide Professional development to ensure teachers understand the level of rigor on the state assessment for their course Utilize Common Instructional Framework Assess and Monitor frequently through common formative assessments

Summary of Findings

GOAL	Area Reviewed	Summary of Strengths	Summary of Needs	Priorities
5	Family and Community Involvement	<ul style="list-style-type: none"> • Communication in both English and Spanish • Parent Liaison campus level • Parent Volunteers • Business Partnerships 	<ul style="list-style-type: none"> • Secondary parent involvement is low • Low Average of parents with high school diplomas and/or postsecondary education 	<ul style="list-style-type: none"> • Create opportunities for parents to receive postsecondary training/education
6	Technology	<ul style="list-style-type: none"> • Availability of technology resources for students and teachers, and staff. 	<ul style="list-style-type: none"> • Integration of technology in instruction and increase the infrastructure, increase the use of student technology for instructional rigor 	<ul style="list-style-type: none"> • Provide training on the implementation of technology integration; increase on-line resource use
7	School Culture and Climate	<ul style="list-style-type: none"> • Collaborative Learning Communities with common planning periods • Customer Service • College for All Culture • Safe and Civil Schools Initiative 	<ul style="list-style-type: none"> • Student attendance not at district goal 	<ul style="list-style-type: none"> • Build public relations • Improve student retention • Use Attendance Recovery Program • Mentor students with high absenteeism
8	Staff Quality, Recruitment, and Retention	<ul style="list-style-type: none"> • Highly Qualified Staff • McRell Evaluation Tool 		

CAMPUS DEMOGRAPHICS



	ALL	MALE	FEMALE	SPED	LEP	M1	M2	SPED/ LEP	MIGRANT	ECD	GT	CTE
Number	1031	533	498	105	401	62	42	56	26	834	125	152
Percent	100	51.7	48.3	10.2	38.9	6.0	4.1	5.4	2.5	80.9	12.1	14.7

	ALL	HISPANIC	ASIAN	BLACK	WHITE	AMERICAN INDIAN/ALASKAN
Number	1031	1022	1	0	8	0
Percent	100	99.1	0.1	0	0.8	0

Student Achievement Summary 2015



	Performance Target 2015	State	Region 1	PSJAISD	Liberty Middle School	Goals 2016
Index 1 Student Performance	60	77	73	66	64	70
Index 2 Progress Measure	20	37	39	35	33	40
Index 3 Closing the Gap	28	40	40	37	37	42
Index 4 Postsecondary Readiness	57	75	81	79	23	25

Student Achievement Summary 2015



All Students Performance Rates	Performance Target 2015	State	Region 1	PSJAISD	Liberty Middle School	Goals 2016
Reading	60	77	71	64	66	70
Math (Alg. I only)	60	81	79	70	98	75
Writing	60	72	71	66	61	70
Science	60	78	75	70	67	75
Social Studies	60	78	72	63	52	68

Student Achievement Summary 2015



ELL Current & Monitored Performance Rates	Performance Target 2015	State	Region 1	PSJAISD	Liberty Middle School	Goals 2016
Reading	60	62	59	53	46	60
Math (Alg. I only)	60	65	64	54	83	60
Writing	60	60	62	58	40	61
Science	60	61	60	59	49	61
Social Studies	60	49	47	38	29	60

Student Achievement Summary 2015



Special Ed Performance Rates	Performance Target 2015	State	Region 1	PSJAISD	Liberty Middle School	Goals 2016
Reading	60	43	37	29	23	35
Math	60	45	46	34	*	40
Writing	60	29	22	14	*	20
Science	60	47	46	47	*	50
Social Studies	60	46	41	35	*	40

* Numbers were less than 10%. No data available.

Student Achievement Summary 2015




ECO Dis Performance Rates	Performance Target 2015	State	Region 1	PSJAISD	Liberty Middle School	Goals 2016
Reading	60	70	69	62	62	65
Math (Alg. I only)	60	75	77	68	97	70
Writing	60	63	69	65	56	70
Science	60	71	73	68	65	70
Social Studies	60	69	69	61	50	65

State System Safeguards 2015



Campus 2015 Results Level 2 Phase 1	All	African Amer.	Hispanic	White	Amer. Indian	Asian	Pacific Islander	Two or More Races	Econ. Disadv.	Special Ed	ELLs*	% Met for Min Size Req
	Reading	66		66						62	23	46
Math (Alg 1 Only)	98		98						97		83	
Writing	61		61						56		40	
Science	67		66						65		49	
Social Studies	52		52						50		29	
Percent of Eligible Measures Met												69%

 Indicates Did Not Meet Minimum Size Requirement
 66% = Met 11 out of 19 indicators

SYSTEM SAFEGUARDS 2015



	All	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Econ Disadv	Special Ed	Current & Monitored ELL	Total Met	Total Eligible	% of Eligible Measures Met
State Target	60	60	60	60	60	60	60	60	60	60	60			
Reading	Y		Y						Y	*	N	3	4	75
Math	Y		Y						Y	*		3	3	100
Writing	Y		Y						N	*	N	2	4	50
Science	Y		Y						Y	*	N	3	4	75
Social Studies	N		N						N	*	N	0	4	0
Total										*		11	19	58

* Liberty Middle School had a population of less than 10%. No data provided.

**Pharr – San Juan – Alamo Independent School District
2015– 2016 Liberty Middle School Campus Plan**

- Campus Goal 1: Student Achievement**
- Campus Goal 2: Student Progress**
- Campus Goal 3: Closing the GAP**
- Campus Goal 4: Post-Secondary**

Objective: To increase our Social Studies STAAR achievement from 52% to 55% at phase-in II by the end of the 2016 school year.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE/Funding	EVALUATION
Instruction	<ul style="list-style-type: none"> • Interactive Notebook (district-wide initiative), • Problems of the Day • Exit Tickets • Intentional grouping • CIF strategies • Cold Calling • Word walls • Graphic organizers 	6 th -8 th grade History Teachers	<ul style="list-style-type: none"> • Study Island • Jarret Book • Master the TEKS • STAAR Review • McGraw Hill • Mr. Betts Videos, • Story of Us-America • TEKS Booklet/C. Hoglund • Teacher Created Materials 	Aug 2015-May 2016 Title I PFS Funds SCE Local Funds	CBA's Benchmarks Weekly Quizzes STAAR Exam

Social Studies Enrichment	<ul style="list-style-type: none"> Lesson will be a preview of skills/concepts covered the following week Exit Tickets Incorporate CIF strategies Build vocabulary Build basic skills foundation Students' become "mini-teachers" in the regular classroom Games, Projects, art work Plays- Historical Computer Lab/ PPT America- Story of Us 	8 th Grade Teachers: 3 sections: C. Parrao R. Peterson A. Salinas	<ul style="list-style-type: none"> Access Book Teacher created material, Adventure tales games projects plays Junior Scholastic Historical novels 	Aug 2015-May 2016 Monday – Friday One Period Title I PFS Funds SCE Local Funds	CBA's Benchmarks Weekly Quizzes STAAR Exam
Intervention	<ul style="list-style-type: none"> Use STAAR results to focus on low performing TEKS Utilize CIF strategies Focus on building vocabulary skills Jeopardy, Bingo and other games Focus on Classroom Talk by using small groups 	6 th -8 th grade Teachers	<ul style="list-style-type: none"> "Close" reading passage 8th Grade American Revolution Unit 13 Close Reading Passages and Activities 6th /7th Follow Liberty's Close passage selections 	Sept. 2015-May 2016 Tuesdays and Thursdays 4 th pd. class 25 minutes long Students work on planned "Close" reading passage Title I PFS Funds SCE Local Funds	CBA's Benchmarks Weekly Quizzes STAAR Exam
After-school Tutoring	<ul style="list-style-type: none"> Computer Lab Study Island Learning Games: Jeopardy Pictionary, Heads Up 	6 th -8 th grade Teachers	<ul style="list-style-type: none"> Any independent practice Exit Tickets Vocabulary puzzles Study Island (internet-based practice) Learn Smart 	Sept. 2015-May 2016 Tuesdays and Thursdays Title I PFS Funds SCE Local Funds	CBA's Benchmarks Weekly Quizzes STAAR Exam
Saturday Academies	<ul style="list-style-type: none"> Academic teams will rotate the students Vocabulary activities Use data from assessments to determine the TEKS to be addressed each Saturday Historical Videos Thinking Maps Role playing 	6 th -8 th grade Teachers	<ul style="list-style-type: none"> Any independent practice Exit Tickets Vocabulary puzzles Study Island (internet-based practice) Learn Smart 	Sept. 2015-May 2016 Title I PFS Funds SCE Local Funds	CBA's Benchmarks Weekly Quizzes STAAR Exam

**Pharr – San Juan – Alamo Independent School District
2015– 2016 Liberty Middle School Campus Plan**

- Campus Goal 1: Student Achievement**
- Campus Goal 2: Student Progress**
- Campus Goal 3: Closing the GAP**
- Campus Goal 4: Post-Secondary**

Objective: To increase our 6th Reading STAAR achievement from 59% to 60%, increase our 7th Reading STAAR achievement from 61% to 70%, increase our 8th grade Reading STAAR achievement from 76% to 80% at Phase in II

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE/Funding	EVALUATION
Instruction	<ul style="list-style-type: none"> • ELPS • Interactive Notebook (district-wide initiative) • Intentional Grouping • CIF Strategies to focus on Writing to Learn and Classroom Talk • Cold Calling • Close Reading Strategies Group Reading • The Essential 5! summarization (CPR) • SIOP • DOK Question Stems • CLC's • Intentional Grouping • STAAR STEMS • Thinking Maps • Textual Support • AR • Novels as Homework • -AR Goals of 1000 pts per team • -Pre-AP and Adv. Classes will read a novel at or above their reading level as HW 	6 th -8 th Grade Reading Teachers	<ul style="list-style-type: none"> • District Curriculum • IB units • ELPS Daily • Sentence Stems • STAAR Guide to Success • AR 	Aug. 2015 to May 2016 Title I PFS Funds SCE Local Funds	AR Test CBA Test Benchmark Test STAAR Test

Reading Enrichment	<ul style="list-style-type: none"> • Work with Problem Solution Patterns • Continue Figurative Language Identification • More paired selections with multi-choice strategies, multi-media messages • Author's POV • Clarify meaning using context clues • Use a plot map to analyze the conflict • Make inferences • Summarize/synthesize texts in a logical order • Use different organizational patterns to summarize expository texts • CIF activities with commonplace assertions • More exposure to various types of poems, fiction and non-fiction texts • Dictionary skills • Vocabulary Strategies 	6 th -8 th Grade Reading Teachers	<ul style="list-style-type: none"> • Read 180 • INSIDE • STAAR Ready 	Aug. 2015 to May 2016 Title I PFS Funds SCE Local Funds	AR Test CBA Test Benchmark Test STAAR Test
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Intervention/Literacy	<ul style="list-style-type: none"> • Students will practice Close Reading strategies using passages (Read Works) • Thinking Questions(STAAR Stems) • Read and Respond (Write short answer essays) • Exit ticket 	6 th -8 th Grade Reading teachers	<ul style="list-style-type: none"> • Read Works • Unlocking Close Reading • STAAR question stems • Read180 • System44 • STAAR Ready Books • Measuring up • Region 4 	<p>Tuesday and Thursday- 25 min. Literacy in every classroom</p> <p>Title I PFS Funds SCE Local Funds</p>	AR Test CBA Test Benchmark Test STAAR Test
After-school tutoring	<ul style="list-style-type: none"> • Focus on vocabulary building basic skills • Comprehension skills/concepts • 1 station 90 min. • Oral Language Dev 	6 th -8 th Grade Reading Teachers	<ul style="list-style-type: none"> • Language Power • INSIDE • ELPS • Read 180 • 1 station 	<p>Twice a Week</p> <p>Title I PFS Funds SCE Local Funds</p>	AR Test CBA Test Benchmark Test STAAR Test
Saturday Academic	<ul style="list-style-type: none"> • Academic teams will rotate the students • Vocabulary activities • Basic Skills Practice • Use Data from assessments to determine the TEKS to be addressed each Saturday • Hands- on activities 	6 th -8 th Grade Reading Teachers	<ul style="list-style-type: none"> • SIOP/CIF • STAAR Ready 	<p>Scheduled Saturdays</p> <p>Title I PFS Funds SCE Local Funds</p>	AR Test CBA Test Benchmark Test STAAR Test

**Pharr – San Juan – Alamo Independent School District
2015– 2016 Liberty Middle School Campus Plan**

- Campus Goal 1: Student Achievement**
- Campus Goal 2: Student Progress**
- Campus Goal 3: Closing the GAP**
- Campus Goal 4: Post-Secondary**

Objective: To increase our 6th Math STAAR achievement from 61% to 60% at Phase in II, to increase our 7th Math STAAR achievement from 50% to 60%, to increase our 8th Math STAAR achievement from 75% to 65% at Phase in II.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE/Funding	EVALUATION
Instruction	<ul style="list-style-type: none"> • Interactive Notebook (district-wide initiative) Problems of the Day/Exit Tickets • Intentional grouping • CIF strategies to focus on Writing to Learn and Classroom Talk • Cold Calling 	6 th -8 th Grade Math Teachers	<ul style="list-style-type: none"> • Go Math, • Mentoring Minds, STAAR Master • Math GPS • Inspire Calculators • STAAR Ready • Diana Ramirez Consultant 	Aug. 2015 to May 2016 Title I PFS Funds SCE Local Funds	CBA Test Benchmark Test STAAR Test
Math Enrichment	<ul style="list-style-type: none"> • Lesson will be a preview of skills/concepts to be covered the following week • Will follow lesson plan to include Problem of the Day and Exit Tickets • Incorporate CIF strategies such as: KNWS activity, Gallery Walks, Rally Coach, Wagon Wheel • Build vocabulary using Frayer model • Build basic skills foundation • Improve students' self-esteem by getting them to become "mini-teachers" in the regular classroom 	6 th Grade 3 sections: 12 – 14 students per section Each 6 th grade math teacher: 1 section 7 th Grade 3 sections: 12 – 14 students per section Each 7 th grade math teacher: 1 section Math Activities (Teachers Pay Teachers) 8 th Grade 3 sections: 12 – 14 students per section Each 8 th grade math teacher: 1 section	<ul style="list-style-type: none"> • TEKSing Towards STAAR Lessons • Motivation Math, 	Aug. 2015 to May 2016 Title I PFS Funds SCE Local Funds	CBA Test Benchmark Test STAAR Test

Intervention	<ul style="list-style-type: none"> • Use STAAR results to focus on low performing TEKS • Utilize CIF strategies • Focus on building vocabulary skills by using Frayer model, Quiz-Quiz-Trade activity, Numbered Heads Together, Jeopardy, Bingo and other games • Focus on Classroom Talk by using small groups 	<p>Pullout Intervention with all math teachers/co-teachers 8 – 10 students 25 minutes long If students have an elective, then they can stay an additional 15 minutes Intentionally focus on low performing TEKS Students can be exited/replaced</p>	<ul style="list-style-type: none"> • 6th and 7th STAAR Ready Instruction • 3 different tests • Separated by TEKS • 8th – Focus Booklets, Modified • Weekly Assessments 	<p>Tuesday and Thursday</p> <p>Title I PFS Funds SCE Local Funds</p>	<p>CBA Test Benchmark Test STAAR Test</p>
After-school Tutoring	<ul style="list-style-type: none"> • Focus on vocabulary • Build basic skills foundation • Review skills/concepts already covered 	<p>6th – 8th grade Math Teachers</p>	<ul style="list-style-type: none"> • STAAR Ready Tests separated by TEKS • Any independent practice • Problems of the Day • Exit Tickets • vocabulary puzzles • Kuta Software (internet-based practice) 	<p>Weekly</p> <p>Title I PFS Funds SCE Local Funds</p>	<p>CBA Test Benchmark Test STAAR Test</p>
Saturday Academies	<ul style="list-style-type: none"> • Academic teams will rotate the students • Vocabulary activities • Basic Skills practice • Use data from assessments to determine the TEKS to be addressed each Saturday • Hands-on Activities 	<p>6th-8th grade Math Teacher</p>	<ul style="list-style-type: none"> • The Think Tank Computation and Number Sense Sets (Blue and Red), • Vocabulary Games and Puzzles, • Region One Journals 	<p>Scheduled Saturdays</p> <p>Title I PFS Funds SCE Local Funds</p>	<p>CBA Test Benchmark Test STAAR Test</p>

Pharr – San Juan – Alamo Independent School District
 2015– 2016 Liberty Middle School Campus Plan

- Campus Goal 1: Student Achievement
- Campus Goal 2: Student Progress
- Campus Goal 3: Closing the GAP
- Campus Goal 4: Post-Secondary

Objective: To increase our 7th Writing STAAR achievement from 59% to 70% at Phase in II

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE/Funding	EVALUATION
Instruction	<ul style="list-style-type: none"> • ELPS • Interactive Notebook (district-wide initiative) • Intentional Grouping • CIF Strategies to focus on Write to Learn and Classroom Talk • Cold Calling • SIOP • DOK Question Stems • CLC's, Intentional Grouping, STAAR STEMs • Thinking Maps • Textual Support • AR • TELPAS Writing Prompts, Writing Folder • May The Fours Be With You Curriculum • -AR Goals of 1000 pts per team per six weeks 	7 th grade Writing Teachers	<ul style="list-style-type: none"> • District Curriculum, • IB units • ELPS Daily Journal Writing, STAAR Question Sentence Stems • STAAR Guide to Success, AR • May the Fours Be With You Bill Mac Donald Curriculum • Read 180 Writing Component • Texas Treasures 	Aug. 2015 to June 2016 Title I PFS Funds SCE Local Funds	CBA Test Benchmark Test STAAR Test

Writing Strategies	<ul style="list-style-type: none"> Work with the grammar components to revise and edit sentences in a paragraph. Use a graphic organizer to plan and organize thoughts to write an expository essay. 	<p>6th Grade All 6th grade students are expected to write an essay per six weeks based on the district curriculum.</p> <p>7th Grade 6 sections: 15-28 students per section DOL Writing Expository Essays and Revising and Editing</p>	<ul style="list-style-type: none"> District Curriculum May the Fours Be With You Texas Treasures 	<p>Aug. 2015 to May 2016</p> <p>Title I PFS Funds SCE Local Funds</p>	<p>CBA Test Benchmark Test STAAR Test</p>
Intervention	<ul style="list-style-type: none"> Students will practice Close Reading strategies using passages (Read Works) Thinking Questions(STAAR Stems) Read and Respond (Write short answer essays), Exit ticket 	7 th Grade writing Teachers	<ul style="list-style-type: none"> Read Works Unlocking Close Reading STAAR question stems Measuring up 	<p>Tuesday and Thursday-</p> <p>25 min. Literacy in every classroom Title I PFS Funds SCE Local Funds</p>	<p>CBA Test Benchmark Test STAAR Test</p>
After-school Tutoring	<ul style="list-style-type: none"> Focus on vocabulary building basic skills Comprehension skills/concepts 1 station 90 min. (Writing Component) Oral Language Dev. 	7 th Grade writing Teachers	<ul style="list-style-type: none"> Language Power INSIDE, ELPS Read 180 1 station Systems 44 	<p>Weekly Title I PFS Funds SCE Local Funds</p>	<p>CBA Test Benchmark Test STAAR Test</p>
Saturday Academies	<ul style="list-style-type: none"> Academic teams will rotate the students Vocabulary activities Basic Skills Practice Use Data from assessments to determine the TEKS to be addressed each Saturday Hands-on activities 	7 th Grade Writing Teachers	<ul style="list-style-type: none"> SIOP/CIF STAAR Ready 	<p>Scheduled Saturdays</p> <p>Title I PFS Funds SCE Local Funds</p>	<p>CBA Test Benchmark Test STAAR Test</p>

2015– 2016 Liberty Middle School Campus Plan

- Campus Goal 1: Student Achievement
- Campus Goal 2: Student Progress
- Campus Goal 3: Closing the GAP
- Campus Goal 4: Post-Secondary

Objective: To increase our Reading, Math, Writing, Social Studies, and Science STAAR Scores in all grade levels amongst all students through Fine Arts and PE.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE/funding	EVALUATION
Reading	<ul style="list-style-type: none"> • CLC Meetings • Encourage students to read all kinds of texts • Group Reading • Reading Aloud • Subject Specific Vocabulary 	<ul style="list-style-type: none"> • Teacher • Administration • Librarian • Student Leaders 	<ul style="list-style-type: none"> • Subject Specific Text books • Professional Development • Conference Period 	<ul style="list-style-type: none"> • 08/15-05/16 • As needed in lessons <p>Title I PFS Funds SCE Local Funds</p>	<ul style="list-style-type: none"> • Quizzes • Exams • Student Portfolio
Writing	<ul style="list-style-type: none"> • CLC Meetings • Open ended topics • Laptops • Thinking Maps • Document Readers • Writing to Learn • Differentiated Instruction for Special Population • Cross Disciplinary Topics • Notes 	<ul style="list-style-type: none"> • Teacher • Administration 	<ul style="list-style-type: none"> • Computer • Document Reader • Professional Development • Special Education Modifications • Projector 	<ul style="list-style-type: none"> • 08/15-05/16 • As needed in lessons 	<ul style="list-style-type: none"> • Low stakes informal Evaluation • Quizzes • Exams

Speaking	<ul style="list-style-type: none"> • CLC Meetings • Public Speaking Strategies • Research Strategies • Oral/Visual Presentation <ul style="list-style-type: none"> ○ Sentence Stems 	<ul style="list-style-type: none"> • Teacher • Administration 	<ul style="list-style-type: none"> • Professional Development • Computer • Internet Access 	<ul style="list-style-type: none"> • 08/15-05/16 • As needed for lesson 	<ul style="list-style-type: none"> • Oral Presentation • Visual Presentation
Extra-Curricular	<ul style="list-style-type: none"> • Individual Demonstrations • Individual Performances • Group Performances • Recitals • Concerts • Fall Show • Spring Show • Showcases • Sport specific Games and Tournaments <p>Football, Volleyball, Soccer, Baseball, Softball, Cross Country, Track and field, Swimming, Tennis, and Golf</p>	<ul style="list-style-type: none"> • Teacher • Public • Judges • Parents 	<ul style="list-style-type: none"> • Cafetorium • Stage Lights • Sound System • Instruments • Costumes • Art Supplies • Risers • Music Stands 	<ul style="list-style-type: none"> • 08/15-05/16 • Site and Time Specific <p>Title I PFS Funds SCE Local Funds</p>	<ul style="list-style-type: none"> • Rehearsals Before During and After School • Public Praise (Newspaper) • Surveys

2015-2016 Campus Goals



6th Grade Mathematics

% of Items Needed to Meet State Performance Standard		% of Students Passing State Assessment <i>TARGET: 60%</i>	Goal	Goal
			<i>TARGET: 60%</i>	<i>TARGET: 60%</i>
		2015	2016	2017
Phase In 1 Level II	35	59		
Phase in 2 Level II	42	50	60	70
Final Recommended	60	26	30	35
Adv. Level III	81	12	15	18

7th Grade Mathematics

% of Items Needed to Meet State Performance Standard		% of Students Passing State Assessment <i>TARGET: 60%</i>	Goal	Goal
			<i>TARGET: 60%</i>	<i>TARGET: 60%</i>
		2015	2016	2017
Phase In 1 Level II	37	50		
Phase in 2 Level II	44	23	60	70
Final Recommended	61	8	30	40
Adv. Level III	80	1	10	15

8th Grade Mathematics

% of Items Needed to Meet State Performance Standard		% of Students Passing State Assessment <i>TARGET: 60%</i>	Goal	Goal
			<i>TARGET: 60%</i>	<i>TARGET: 60%</i>
		2015	2016	2017
Phase In 1 Level II	43	75		
Phase in 2 Level II	50	55	65	70
Final Recommended	64	19	30	40
Adv. Level III	86	0	10	15

These charts do not reflect the State Accountability results because they include district data collected from all of the assessments that the state will use for the state accountability ratings in 2015-2016 (STAAR, STAAR A, STAAR ALT 2, STAAR L), including the mathematics 3-8, and all populations. During the 2014-2015 school year, the STAAR A, and STAAR Alt 2, as well as the mathematics 3-8 were excluded.

2015-2016 Campus Goals



STAAR EOC High School Passing Rates for MATH

Algebra 1			Goal	Goal
% of Items Needed to Meet State Performance Standard		% of Students Passing State Assessment <i>TARGET: 60%</i>	<i>TARGET: 60%</i>	<i>TARGET: 60%</i>
		2015	2016	2017
Phase In 1 Level II	37	61		
Phase in 2 Level II	44	40	100	100
Final Recommended	63	21		
Adv. Level III	78	9		

These charts do not reflect the State Accountability results because they include district data collected from all of the assessments that the state will use for the state accountability ratings in 2015-2016 (STAAR, STAAR A, STAAR ALT 2, STAAR L), including the mathematics 3-8, and all populations. During the 2014-2015 school year, the STAAR A, and STAAR Alt 2, as well as the mathematics 3-8 were excluded.

2015-2016 Campus Goals



6 th Grade Reading				
% of Items Needed to Meet State Performance Standard		% of Students Passing State Assessment	Goal	Goal
		TARGET: 60%	TARGET: 60%	TARGET: 60%
		2015	2016	2017
Phase In 1 Level II	54	61		
Phase in 2 Level II	63	52	70	75
Final Recommended	77	27	30	35
Adv. Level III	88	12	15	18

7 th Grade Reading				
% of Items Needed to Meet State Performance Standard		% of Students Passing State Assessment	Goal	Goal
		TARGET: 60%	TARGET: 60%	TARGET: 60%
		2015	2016	2017
Phase In 1 Level II	54	61		
Phase in 2 Level II	63	52	70	75
Final Recommended	77	27	30	35
Adv. Level III	88	12	15	18

8 th Grade Reading				
% of Items Needed to Meet State Performance Standard		% of Students Passing State Assessment	Goal	Goal
		TARGET: 60%	TARGET: 60%	TARGET: 60%
		2015	2016	2017
Phase In 1 Level II	54	84		
Phase in 2 Level II	63	68	80	85
Final Recommended	77	37	34	36
Adv. Level III	88	17	16	18

These charts do not reflect the State Accountability results because they include district data collected from all of the assessments that the state will use for the state accountability ratings in 2015-2016 (STAAR, STAAR A, STAAR ALT 2, STAAR L), including the mathematics 3-8, and all populations. During the 2014-2015 school year, the STAAR A, and STAAR Alt 2, as well as the mathematics 3-8 were excluded.

2015-2016 Campus Goals

7 th Grade Writing				
% of Items Needed to Meet State Performance Standard		% of Students Passing State Assessment <i>TARGET: 60%</i>	Goal <i>TARGET: 60%</i>	Goal <i>TARGET: 60%</i>
		2015	2016	2017
Phase In 1 Level II	54	59		
Phase in 2 Level II	63	49	70	75
Final Recommended	77	24	26	28
Level III Adv.	88	5	7	9

2015-2016 Campus Goals



8th Grade Social Studies

% of Items Needed to Meet State Performance Standard		% of Students Passing State Assessment <i>TARGET: 60%</i>	Goal <i>TARGET: 60%</i>	Goal <i>TARGET: 60%</i>
		2015	2016	2017
Phase In 1 Level II	50	52		
Phase in 2 Level II	58	33	50	60
Final Recommended	73	12	20	30
Adv. Level III	83	3	10	15

8th Grade Science

% of Items Needed to Meet State Performance Standard		% of Students Passing State Assessment <i>TARGET: 60%</i>	Goal <i>TARGET: 60%</i>	Goal <i>TARGET: 60%</i>
		2015	2016	2017
Phase In 1 Level II	57	67		
Phase in 2 Level II	63	56	65	70
Final Recommended	76	43	50	55
Adv. Level III	87	13	15	17

These charts do not reflect the State Accountability results because they include district data collected from all of the assessments that the state will use for the state accountability ratings in 2015-2016 (STAAR, STAAR A, STAAR ALT 2, STAAR L), including the mathematics 3-8, and all populations. During the 2014-2015 school year, the STAAR A, and STAAR Alt 2, as well as the mathematics 3-8 were excluded.

2015-2016 District Goals

- Goal 1-Index 1:Student Achievement
- Goal 2-Index 2:Student Progress
- Goal 3-Index 3:Closing the Achievement Gap
- Goal 4-Index 4: Post Secondary Readiness
- Goal 5-Family and Community Involvement
- Goal 6-Technology
- Goal 7-School Culture and Climate
- Goal 8-Staff Quality, Recruitment, and Retention

All strategies and action steps highlighted in yellow represent our sub-populations.

GOAL AREA I:
OBJECTIVE 1.1:

Student Achievement

By the end of the 2015 – 2016 school year, Liberty Middle School will meet or exceed a 97.5% **ATTENDANCE** rate.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION	
Increase student attendance.	Provide incentive for attendance at the end of each six weeks and at the end of the year.	Grade level Administrator/School Community Liaison/Teachers	Attendance Rosters. Grade level incentive (snacks/prizes). Trophies.	08/15 – 05/16	<u>Formative:</u> ✓ Weekly district percentage of attendance by campus reports ✓ District six weeks attendance by comparison ✓ Phone logs ✓ Certificates ✓ Student excuses on file ✓ Sign-in/out sheets ✓ Attendance Policy Handout <u>Summative:</u> ✓ High attendance rate (97% or better)	
	Make daily parent contact for students who are absent.	Attendance Clerks/School Community Liaison	Increased phone availability. Update information on student demographics.	08/15 – 05/16		
	Require students to turn in written excuses for being absent to the attendance office/School Attendance Specialist.	Attendance Clerk/School Community Liaison	Teacher and student support	08/15 – 05/16		
	Disseminate policy awareness presentation/information handouts to parents.	School Community Liaison/Attendance Clerk	Copy paper, copier	08/15 – 05/16		
	Enforce school policy for tardies and absences.	Teachers/Safe and Civil School Committee				
	Require and enforce student sign-in at: ✓ front office ✓ counselors ✓ nurse		Clerks/Counselors/Nurse and Security Guard	Tardy Policy and Attendance Logs		08/15 – 05/16
				Sign-in/out sheets. Office pass.		08/15 – 05/16

GOAL AREA I: Student Achievement

OBJECTIVE: 1.1 Continued

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Enforce district/state attendance policies.	Provide attendance clerk with rosters of planned activities.	Teachers/Counselors/Administration/ Attendance Clerk/School Community Liaison	Rosters	08/15 – 05/16	<u>Formative:</u> ✓ Non-attendance referral forms ✓ Attendance logs ✓ Warning letter copies on file ✓ Parent conference dates on file ✓ Hearing dates on file ✓ Attendance Action Plan <u>Summative:</u> ✓ 97% or better attendance
	Encourage teachers to submit non-attendance referral forms after three unexcused absences.	Principal/School Community Liaison/Teachers School Community Liaison	Non-Attendance Referral forms	08/15 – 05/16	
	Contact with students and parents after three unexcused absences.	School Community Liaison	Attendance Logs. Warning letters.	08/15 – 05/16	
	Issue warning letter to parent/guardian. Give verbal reprimand.	School Community Liaison/Principal	Telephone contact. Meeting date.	08/15 – 05/16	
	Proceed with Legal Compulsory School Attendance Action (TEC:25.085).	Principal w/Student Community Liaison	Hearing dates. Warning dates.	08/15 – 05/16	
Enforce an Attendance Action Plan	Create an Attendance Action Plan with: ✓ attendance procedures for parents ✓ helpful tips for parents ✓ automated phone system calls parents ✓ Attendance Recovery Program (ARP)	Lina Garza And Raquel Garcia	District/TEA attendance rate. District attendance directives.	08/15 – 05/16	

GOAL AREA I: Student Achievement

OBJECTIVE 1.2: By the end of the 2015 – 2016 school year, Liberty Middle School will develop and implement instructional support systems to increase passing rates on STAAR of all **special population subgroups** as per the STAAR projection chart.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Improve STAAR performance of special populations to include AT-RISK students.	Identify special populations: <ul style="list-style-type: none"> ✓ At-Risk ✓ Migrant ✓ Gifted and Talented ✓ Special Education ✓ LEP ✓ Recent Immigrants 	Diagnostician/Administration/Counselors/LPAC	Cum Record Folders, Diagnostic Tests, LPAC Data PEIMS Reports	08/15– 05/16	<u>Formative:</u> <ul style="list-style-type: none"> ✓ Staff Development attendance rosters on file ✓ Student profiles on file ✓ Test Data ✓ Lesson plans showing varied activities correlating to STAAR ✓ STAAR Tracking Record Forms ✓ Ignite Program ✓ Thinking Maps ✓ SRI Testing ✓ Master Schedule ✓ Sign-in Sheets ✓ Referrals to 504/ Special Ed. <u>Summative:</u> <ul style="list-style-type: none"> ✓ Improved STAAR scores
	Incorporate software, i.e. Read 180, Systems 44, Study Island, IStation, Think Through Math/Voyager.	Intervention Teachers/STEM and Computer Applications Teachers/Read 180 Teachers/Administration	Software	08/15 – 05/16	
	Provide Reading/Math Intervention/Science, Math, Social Studies Enrichment TSI Class	Teachers	Computers, reading resources, Math manipulatives.	08/15 – 05/16	
	Follow RTI process to identify and provide support to struggling students	RTI Team / Diagnostician	RTI documentation	08/15 – 05/16	
	Hire retired educators as tutors.	Principal/Assistant Principals	Local, Title 1, Priority Grant funds.	01/16 – 05/17	

GOAL AREA I: Student Achievement

OBJECTIVE: 1.2 Continued

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
	Analyze all test data to include: ✓ STAAR tests ✓ Benchmark tests ✓ CBA – Content Based Assessment ✓ LAS Reading/Writing ✓ Special program diagnostic tests to identify student needs ✓ TELPAS ✓ Explore Exam ✓ SRI Lexile Score ✓ STAR ZPD Score	Administration/Teachers/CPOC Committee/CLC	Testing Materials and Data	08/15 – 05/16	Formative: ✓ Staff Development attendance rosters on file ✓ Student profiles on file ✓ Test Data ✓ Lesson plans showing varied activities correlating to STAAR ✓ STAAR Tracking Record Forms ✓ Ignite Program ✓ Thinking Maps ✓ SRI Testing ✓ Master Schedule Summative: ✓ Improved STAAR scores
	Student tracking charts will be used to make data driven decisions.	Administration/Academic Teams	Binders. Student profiles. Assessments. DMAC	10/15 – 05/16	
	Apply SIOP model in curriculum development. Apply CIF Strategies	Department Heads with Teachers	ELPS Training	08/15 – 05/16	
	Implement Ignite program as an extra resource.	Administration/Department Heads/Instructional Coach	CLC/Instructional Coach	08/15-05/16	
	Incorporate Thinking Maps and foldables into curriculum.	History and Science teachers.	Curriculum on wheels	11/15 – 05/16	
	Incorporate Thinking Maps and foldables into curriculum.	History and Science teachers.	Staff training manuals. Dinah Zikes books.	01/15 – 05/16	
	Provide extended day program for Reading, Math, Social Studies, Spanish and ELA after school and on Saturdays.	Principal/Dean of Instruction with Department Heads Administration/Teachers	Teachers. Title I Funds.	10/15 - 05/16	

GOAL AREA I: Student Achievement
OBJECTIVE: 1.2 Continued

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Implement comprehensive STAAR action plans to increase all student performance on STAAR	Provide STAAR academies for special populations and AT-RISK students.	Principal/Dean of Instruction	Title I Funds. SCE. Teachers.	09/15 – 05/16	<u>Formative:</u> ✓ STAAR Tracking Record forms ✓ Student binders/ student profile ✓ Benchmark tests ✓ Lesson Plans <u>Summative:</u> ✓ Improved STAAR scores
	Include new writing strategies (May the Fours Be With You) including thinking maps to build fluency.	Teachers/Bill McDonald	May the Fours Be With You manual	2015 - 2016	
	Include new reading strategies (Diana Ramirez) including new graphic organizers to build fluency.	Teachers/Diana Ramirez	Diana Ramirez Curriculum	08/15 – 05/16	
	Provide instructional materials/manipulatives required by teachers.	Teachers/Secretary	Instructional materials, Title I, SCE, ARRA, Local	08/15 – 05/16	
	Target instruction on areas of weakness on STAAR.		STAAR Data	08/15 – 05/16	
	Use STAAR testing format on tests throughout content areas.	Principal/Department Heads/ Teachers/CLC	Testing Materials	08/15 – 05/16	
	Incorporate reading and writing in all academic and elective classes (Literacy Across the Curriculum)	Principal/Department Heads/Principa/CLCI	Close Reading Passages by Read Works	08/15 – 05/16	
	Daily CLC meetings/ planning to analyze TEKS objectives data.	Principal/Department Heads/Teachers	STAAR Data	08/15 – 05/16	
	Administer District STAAR Benchmark tests and District Six Weeks test/CBA.	Department Heads/Teachers/Administration Administration/Dean of Instruction/ Teachers	Testing Materials. STAAR Release tests. District developed tests (CBA's)		

GOAL AREA I: Student Achievement
OBJECTIVE: 1.2 Continued

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
	Conduct weekly department meetings.	Administration/Department Heads/Teachers/CLC	Vertical alignment through grade contents.	08/15 – 05/16	
	Use scaffolding strategies to build on prior knowledge.	Department Heads/Teachers/CLC	Vertical alignment through grade contents.	08/15 – 05/16	
	Recent Immigrants (ESL) ✓ Inside Reading adoption ✓ Read 180 (2 nd and 3 rd year recent Immigrants) ✓ System 44 (1 st year recent immigrants) ✓ Accelerated Reader ✓ IStation ✓ Accelerated Reading and testing the last Friday of the month with elective classes ✓ 6 th grade Reading Intervention for the 6 th graders who tested in Spanish in 5 th grade	Principal/ESL Teacher	Read 180. System 44. Accelerated Reader. Title I and Local Budgets.	08/15 – 05/16	
	✓ Think Through Math In 6 th and 7 th grade STEM classes	Administration/Teachers	Inside Reading Adoption Read 180 Systems 44	08/15-05/16	
		STEM teachers/Administration	Think Through Math Program	08/15-05/16	

GOAL AREA I:
OBJECTIVE 1.3:

Student Achievement

By the end of the 2015-2016 school year, Liberty Middle School will meet the required improvement for math, reading, writing and social studies in order to meet the 90% state standard within five years **FOR ALL STUDENTS.**

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Provide STAAR academies for regular and special education students. Incorporate STAAR related activities on a regular basis. Analyze student STAAR profile.	Schedule content area STAAR tutoring.	Principal with Dean of Instruction. Teachers with Administration.	Teacher texts. Student Materials. Transportation. Title I Funds. SCE Funds.	1/16 – 05/16	<u>Formative:</u> ✓Tutoring Logs, Lesson Plans <u>Summative:</u> ✓Improved STAAR Scores
	Intervention on Tuesdays and Thursdays	Administration/Teachers	Read Works Passages using Close Reading Strategies	08/15 – 05/16	<u>Formative:</u> ✓Lesson Plan <u>Summative:</u> ✓STAAR scores
	Identify student special population and identify language proficiency levels with TELPAS ratings.	Administration/Dean of Instruction/ Teachers/CLC	STAAR scores TELPAS Rating	08/15 – 05/16	
	Use district curriculum to target weak areas.	Administration/Dean of Instruction/ Teachers	DMAC Reports	08/15 – 05/16	<u>Formative:</u> ✓Student profiles on file
	Formulate STAAR academies.	Principal/Dean of Instruction/Teachers	STAAR scores/CBA Scores/Benchmark Scores	08/15 – 05/	<u>Summative:</u> ✓STAAR scores

GOAL AREA I: Student Achievement
OBJECTIVE: 1.3 Continued

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Reading Intervention.	Writing and multiple choice questions including scoring rubrics.	Teachers/Administration/CLC	Read Works	09/15 – 05/16	<u>Formative:</u> ✓ Lesson plans <u>Summative:</u> ✓ Improved STAAR scores
	Require students to write answer justifications for multiple choice questions (across contents).	Content Area Teachers/Department Heads/CLC	Read Works	09/15 – 05/16	
	Manipulatives, writing and multiple choice questions including scoring rubrics.	Math Teachers/Administration/CLC	Think Through Math Motivation Math Go Math!	09/15 – 05/16	
Math Intervention					<u>Formative:</u> ✓ Lesson Plans <u>Summative:</u> ✓ Improved STAAR scores

GOAL AREA I: Student Achievement
OBJECTIVE: 1.3 Continued

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Implement district curriculum.	Provide teacher training (for all content area teachers).	Content Area Teachers	Training Dates	08/15 – 05/16	<u>Formative:</u> ✓ Lesson Plans ✓ Classroom observations ✓ Session attendance <u>Summative:</u> ✓ Improved STAAR scores ✓ Implementation of District-wide CSCOPE curriculum
	Implement district curriculum in all content areas, grades 6 – 8.	Principal/Department Heads and Assistant Principal in charge of respective content areas/Content Coordinators	District curriculum	08/15 – 05/16	
Display student work	Collect student work	Content Area Teachers	Curriculum and Resources used by teachers	09/15 – 05/16	<u>Formative:</u> ✓ Student portfolios ✓ Student tracking charts <u>Summative:</u> ✓ Improved STAAR scores
	Provide teacher training (for all content area teachers).	Administration/Instructional Coach	Training Dates	08/15 – 05/16	
	Implement District curriculum in all content areas, grades 6 – 8.	Principal/Department Heads and Assistant Principal in charge of respective content areas.	District curriculum	08/15 – 05/16	
	Collect student work.	Content Area Teachers			
	ELAR- Implement Diana Ramirez Story Plot Map	ELAR Teachers	Diana Ramirez Training	09/15 – 05/16 10/15-05/16	

GOAL AREA I: Student Achievement

OBJECTIVE 1.4: By the end of the 2015-2016 school year, Liberty Middle School will meet a zero percent **drop-out** rate.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
<p>Make home contact.</p> <p>Educate student and family to reduce number of dropouts.</p>	Conduct daily phone consultations for absent students.	School Community Liaison and Attendance Clerk	School attendance reports	08/15 – 05/16	<p><u>Formative:</u></p> <ul style="list-style-type: none"> ✓ Attendance and Student Population Records ✓ Signed Home Compacts on file in parent center ✓ Census Forms <p><u>Summative:</u></p> <ul style="list-style-type: none"> ✓ PEIMS Drop-Out Report <p><u>Formative:</u></p> <ul style="list-style-type: none"> ✓ Counseling session sign-in sheets/survey ✓ Parent volunteer time logs/survey ✓ Daily log books/journals ✓ Parent training skills ✓ Sign-in sheets/survey ✓ Withdrawal forms <p><u>Summative:</u></p> <ul style="list-style-type: none"> ✓ PEIMS Drop-Out Report
	Conduct home visits through School Community Liaison.	School Community Liaison/ Administration	School attendance reports	08/15 – 05/16	
	Conduct home visits through school migrant program for migrant population.	Migrant Counselor	School attendance reports	08/15-05/16	
	Send a Teacher/Parent/ Student Agreement Form (Home Compact) to parents/guardians in larger print.	Homeroom teachers/Principal with Parent Educator	Home compacts in Spanish and English	09/15 – 10/16	
	Send Census forms to parents/guardians.		Census forms		
	Conduct counseling session with students.	Homeroom teachers/PEIMS Clerk	Social student support	08/15 – 05/16	
	Encourage parent volunteer participation.	Counselors/Teachers	Parent Volunteer Program Guidelines	08/15– 05/16	
	Invite parents to parenting sessions.	Parent Educator/Administration	Parenting Skills Program Guidelines	Weekly thru 08/15 – 05/16	
	Interview parent and student to obtain accurate withdrawal information and withdrawal codes.	Parent Educator/Administration Counselors/School Community Liaison	Withdrawal forms	08/15 – 05/16 08/15 – 05/16	
	Provide families with college readiness materials.	Counselors/Parent Educator	Local Funds	08/15 – 05/16	

GOAL AREA 1:
OBJECTIVE 1.4:

Student Achievement

By the end of the 2015-2016 school year, Liberty Middle School will meet a zero percent **drop-out** rate.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Provide Staff with Drop-Out information.	<p>Present drop-out information at CLC meetings.</p> <p>Attend Countdown to Zero Recovery Walk</p>	<p>Principal/School Community Liaison</p> <p>Principal/Administration/School Community Liaison/Staff</p>	<p>Registration Records</p> <p>Dates/Locations</p>	<p>Per Semester 08/15 & 05/16</p> <p>September- October 2015</p>	<p><u>Formative:</u></p> <ul style="list-style-type: none"> ✓ Agendas ✓ Withdrawal Interview Forms <p><u>Summative:</u></p> <ul style="list-style-type: none"> ✓ PEIMS Drop-out Rep

GOAL AREA 1:
OBJECTIVE 1.5:

Student Achievement

By the end of the 2015-2016 school year, Liberty Middle School will utilize performance based assessment with real world competencies developing problem solving and decision making techniques in all classrooms **FOR ALL STUDENTS**.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Expose students (especially AT-RISK) to real life decision-making and leadership development.	Incorporate current events correlated to individual subject areas to include responsible decision-making.	Teachers/Department Heads/Counselors/ Teen Leadership Teachers	Newspapers. Magazines.	08/15 – 05/16	<u>Formative:</u> ✓ Lesson plans ✓ Student attendance roster ✓ AT-RISK student rosters ✓ Channel One ✓ Training documentation on file <u>Summative:</u> ✓ Improved student achievement on STAAR
	Encourage higher level thinking in class work and homework.	Teachers/Administration	District curriculum	08/15 – 05/16	<u>Formative:</u> ✓ Lesson plans, Team conference records ✓ Student project Displays ✓ Cornell note-taking sample binders ✓ Student notebooks <u>Summative:</u> ✓ Improved STAAR scores
Increase student responsibility.	Encourage students to read and test on science and history resources from Library.	Librarians	Library Books. E-books, AR connected computers in Science and History classes.	08/15 – 05/16	
	Encourage student projects to develop awareness of real world decision-making and problem solving through individual and/or group projects.	Academic Team/Administration	Technology/Internet. Newspapers.	08/15 – 05/16	
	Encourage the use of Interactive Notebooks (ISN)	Content Area Teachers	Composition Notebooks	08/15-05/16	

**GOAL AREA I:
OBJECTIVE:**

**Student Achievement
1.5 Continued**

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
<p>Incorporate the IB "MYP" Strategies</p>	<p>-IB Training. -Campus visitation.</p>	<p>Administration / I.B. Strategist</p>	<p>Unit Planner Templates IB MYP Material IB Fees</p>	<p>08/15 – 06/16</p>	<p><u>Formative:</u> ✓In-class monitoring <u>Summative:</u> ✓School-wide IB Principles in place.</p>
<p>Implement the strategies of the Common Instructional Framework (CIF) campus-wide.</p>	<p>-Continued training on Use of CIF. -Accountability.</p>	<p>Instructional Coaches / Educate Texas/CLC/Department Heads</p>	<p>Partnership w/ Educate Texas</p>	<p>2015 – 2016</p>	<p><u>Formative:</u> ✓In-class monitoring <u>Summative:</u> ✓School-wide CIF in place</p>

GOAL AREA II:
OBJECTIVE 2.1:

Curriculum, Instruction and Assessment

By the end of the 2015-2016 school year, the **academic teaming concept** will continue to improve at Liberty Middle School.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Provide transition activities for 5 th graders (incoming 6 th graders)	Hold orientation meeting: -provide campus tour -disseminate information on course work and dual language program -showcase fine arts department and extra-curricular activities	Administration/Social Worker/Sponsors/Teachers	Pamphlets	Annual dates set by administration	<u>Formative:</u> ✓ Parent Sign-In Sheets ✓ Student Course Requests
	Pre-registration: -Provide course registration form to elementary students	Administration/Counselors	Registration Packet	04/16 – 05/16	<u>Summative:</u> ✓ Provide easy transition into middle school
	Recruit elementary students for extra-curricular activities in fine arts department, band, orchestra	Administration/Teachers/Sponsors	Transportation for students	04/16 – 05/16	
	Require team attendance at daily team conferences.	Team Leaders/Administration	Team Minutes	08/15 – 05/16	<u>Formative:</u> ✓ Team Minutes and Agendas
Strengthen academic teacher teams.	Include Elective, Special Education Teachers, grade level Assistant Principals in team conferences as student needs demand.	Team Leaders/Elective /Special Education Teachers and Administration	Grade Books, Progress Reports, STAAR Tracking Charts	08/15 – 05/16	✓ Staff Development on file ✓ Workshop Certificates on file ✓ Campus Attendance Rosters on file ✓ STAAR Tracking

**GOAL AREA II:
OBJECTIVE:**

**Curriculum, Instruction and Assessment
2.1 Continued**

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
	Submit team reports to grade level administrator.	Team Leaders	Copy of Team log reports	End of each six weeks 15 – 16	Charts ✓Grade Books
	Use team meeting time to discuss, plan, integrate, and incorporate all core curriculum areas.	Team Teachers/Administration	Thematic unit interdisciplinary resources. Thematic models.	08/15 – 05/16	✓Progress Reports ✓Team Report Logs <u>Summative:</u> ✓Strong academic Teams with staff development documentation on file.
	Send teachers to workshops for all subject areas.	Dean of Instruction/Teachers/Principal	Region I workshop website. Local Budget Funds.	08/15 – 05/16	
	Team unity building activities.	Administration/Dean of Instruction	Local Budget Funds	08/15 – 05/16	
	Provide Professional Development: ✓ELPS ✓Thinking Maps ✓Special accommodations for student subgroups ✓Read 180 ✓Systems 44 ✓Math Enrichment ✓Science Enrichment ELA Writing training ✓CAST ✓8 th grade Social Studies Enrichment ✓CIF ✓ Study Island ✓ IStation ✓ Think Through Math	Administration/Dean of Instruction	District Staff Development Consultants. Liberty Staff. Title I Funds and Priority Grant (PFS)	08/15 – 05/16	

**GOAL AREA II:
OBJECTIVE 2.2:**

Curriculum, Instruction and Assessment

By the end of the 2015-2016 school year, Liberty Middle School will establish Content Day planning periods for all teachers.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Set common planning periods for all teachers.	Create common planning periods in master schedule.	Principal with Assistant Principal in charge of scheduling	Master schedule	09/15– 05/16	<u>Formative:</u> ✓Content Day Logs ✓Master Schedule <u>Summative:</u> ✓Teachers planning together enabling improved student achievement.
	Discuss student academic problem areas and brainstorm possible solutions during common planning periods.	Same content area teachers/ CLC	Master schedule. Common planning periods.	09/15 – 05/16	
	Provide District Curriculum Planning Time.	Principal/Teachers/CLC	Planning materials.	09/15 – 05/16	
	Schedule field trips to colleges. Plan career days.	Principal / Teachers / Sponsors	Local budget. Travel arrangements. College for Every Student Grant	09/15 – 05/16	
Schedule field trips to visit colleges to enforce college ready, connected and complete.					<u>Formative:</u> ✓Sign-in sheets ✓Field Trip forms <u>Summative:</u> ✓Teachers planning together encouraging students to further their education.

**GOAL AREA II:
OBJECTIVE 2.3:**

Curriculum, Instruction and Assessment

By the end of the 2015-2016 school year, library use will be integrated with classroom activities to ensure that resources in the library accommodate the needs of **ALL STUDENTS** at Liberty Middle School including **special populations**.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Provide library orientation to students/staff.	Schedule language arts teachers to go to the library.	Librarians with Reading teachers/Dean of Instruction and Principal	Class Release Time. Library Resources.	08/15 – 10/15 First Six Weeks	<u>Formative:</u> ✓ Library log book ✓ Team agendas/minutes ✓ Book order forms <u>Summative:</u> ✓ Orientation sessions documented in library log book
	Meet with academic teams and review library resources.	Librarians with Reading teachers/Dean of Instruction	Academic Team Planning Period	08/15 – 05/16	
Coordinate STAR, AR program, Millionaire Club & Battle of the Books, and campus reading incentives.	Survey teachers on books needed in the library.	Librarians with Department Heads/Dean of Instruction	Survey Request Forms	08/15 – 05/16	<u>Formative:</u> ✓ AR test print-outs ✓ AR point accumulation and participation list ✓ STAAR Reading scores ✓ Computers in Reading classrooms and library ✓ Student evaluations of library events ✓ Library website <u>Summative:</u> ✓ Library programs integrated in classroom circulation
	Coordinate time for students to test on AR & STAR	Librarians with Team Leaders and Department Heads/Principal	Computers with AR Program. STAR program.	08/15 – 05/16	
	Library web-page used to inform teachers of other Reading programs.	Librarians/Principal	AR program with Reading level and point value. Computer log.	08/15 – 05/16	

**GOAL AREA II:
OBJECTIVE:**

**Curriculum, Instruction and Assessment
2.3 Continued**

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
	Encourage teachers and students to view library website for reading programs.	Librarian	Library website	08/15 – 05/16	<u>Summative (cont'd):</u> ✓ Identified student reading levels
	Purchase more books and test disks for all student populations.	Principal	Local library budget allotment/catalog. Suggestion box. Local funds. SCE/Title I funds.	08/15 – 05/16	
	Establish A.R. program in all classrooms.	Teachers/Principal/Librarian	State technology budget	08/15 – 05/16	
	Provide additional incentives in the library, classroom and at the campus level.	Librarian with teachers	Incentives provided by teachers, librarians, department heads	08/15 – 05/16	
	Test students with STAR program to determine reading level at the beginning, middle, and end of the year to determine and increase ZPD.(Zone of Proximal Development)	Librarian with teachers	Library calendar. STAAR program.	08/15 – 05/16	
	Instruct students on how to do research using district databases and internet resources.	Librarian with teachers	List of student with Internet Parental Permission	08/15 – 05/16	
	Initiate author visits.	Librarian with District Library Coordinator	List of community authors	08/15 – 05/16	

**GOAL AREA II:
OBJECTIVE 2.4:**

Curriculum, Instruction and Assessment

By the end of the 2015-2016 school year, **guidance and counseling services** will be offered to **ALL STUDENTS**.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Encourage counselors to make classroom or team presentations on drug prevention and character building.	Schedule presentation of lessons.	Counselors with Teachers/Principals	Audio Visuals. Training packets. Drug Prevention materials. Speakers.	08/15 – 05/16	<u>Formative:</u> ✓ Lesson plans, counselor participation sheets, drug logs, student surveys, teacher feedback, evaluation forms <u>Summative:</u> ✓ Guidance and counseling services available for all students
	Invite community speakers for career awareness presentations, Red Ribbon week and Texas Scholars.	Counselors/Administration	Community Speaker. Telephone directory. Community flyers.	08/15 – 05/16	
	Invite a variety of high school clubs and organizations.	Counselors	List of high school clubs, organizations and sponsors.	01/16 – 05/16	
	Schedule Career Pathway survey with 8 th grade students.	Eighth grade counselor	Career Pathway software in lab. Eighth grade student schedule.	10/15 – 05/16	
Survey students with Career Pathway program.					<u>Formative:</u> ✓ Career Pathways program ✓ Student survey data <u>Summative:</u> ✓ High school graduation data
Career Day	Contact adequate personnel	Counselor	Community members	10/15 – 05/16	<u>Formative:</u> ✓ Career Day <u>Summative:</u> ✓ College Readiness/Awareness for students

**GOAL AREA II:
OBJECTIVE 2.5:**

Curriculum, Instruction and Assessment

By the end of the end of the 2015-2016 school year, **dual language** programs that will enhance the English/Spanish speaking abilities of LEP/Non-LEP and recent immigrant students will be in full force at Liberty Middle School.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Implement the dual language program through the 8 th grade.	Designate Spanish History classes in grades 6-7.	Principal with Counselors and Teachers	Spanish speaking teachers	08/15 – 05/16	<u>Formative:</u> ✓ Master schedule <u>Summative:</u> ✓ Dual Language Program in place ✓ Spanish language enhancement classes for Recent Immigrant students in place
	Implement Spanish language arts and dance classes.	Principal with Counselors and Teachers	Funds to hire Spanish speaking elective teachers	08/15 – 05/16	
	Supplies and materials for dual language program.	Dean of Instruction and Instructional Coaches	Local Funds	08/15 – 05/16	
Coordinate AP Spanish testing.	Apply for AP Spanish testing.	Dean of Instruction with District Dual Language Coordinator	AP Spanish testing. Dual Language. Eighth grade students.	01/16 – 05/16	<u>Formative:</u> ✓ AP Applications ✓ Testing material <u>Summative:</u> ✓ AP Spanish college credit
Strengthen Science Curriculum.	Require each lab to be fully equipped.	Dean of Instruction with Science Coordinator	Grade level appropriate lab equipment. Title I, SCE, Local.	08/15 – 05/16	
Strengthen Math and Social Studies Curriculum.	Require classrooms to be fully equipped.	Dean of Instruction, Math and Social Studies Department Heads	Appropriate lab equipment. Promethean boards, Mimio Smart board. Title I, SCE, Local,	08/15 – 05/16	
Strengthen Math, Social Studies, ELA, Science Curriculum.	Provide maps, educational games, instructional supplies for Math, Reading, Writing, Science and Social Studies.	Dean of Instruction, Teachers, Department Heads, and CLC Meetings	Instructional materials, Student Binders, copiers for instructional copies, PSJA Print Shop (booklets, review guides). Title I, SCE, Local Priority Grant	08/15 – 05/16	

**GOAL AREA III:
OBJECTIVE 3.1:**

Staff Quality, Recruitment and Retention

By the end of the 2015-2016 school year, Liberty Middle School will implement strategies to attract/retain HQ teachers,

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Promote strategies for attracting/retaining Highly Qualified Staff.	Distribute staff development needs surveys.	Principal with Dean of Instruction	Survey forms	09/15 – 05/16	<u>Formative:</u> ✓ Survey results ✓ Staff Development Plan proposal for CPOC ✓ CPOC agendas, minutes ✓ Teacher evaluations of presentations ✓ Certificates <u>Summative:</u> ✓ Effective staff training resulting in higher STAAR scores McRel Summaries SLO Performance
	Review survey findings and target exact areas of staff development needs.	Principal with Dean of Instruction and Department Heads	Surveys	09/15 – 05/16	
	Propose staff development plan to CPOC.	Principal/CPOC members	Staff Development Plan	09/15 – 05/16	
	Coordinate quality on-going professional development.	Principal/CPOC members	Staff Development Plan	09/15 – 05/16	
	Implement Performance pay schedule. (McRel Evaluation System)	Dean of Instruction with Principal/ Administration	Consultants. Local funding. Title I	09/15 – 05/16	
		Principal with Dean of Instruction	Funding:TIF Grant	09/15 – 05/16	

**GOAL AREA III:
OBJECTIVE:**

**Staff Quality, Recruitment and Retention
3.1 Continued**

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Seek out research-based professional development opportunities for all staff members to include (but not limited to): ✓ state mandated training (Bilingual/ESL/GT) ✓ SIOP/Sheltered Instruction ✓ Thinking Maps ✓ Inclusion ✓ Technology ✓ Dual Language Institute ✓ Region One offerings ✓ Fitness Gram ✓ Read 180/Systems 44 ✓ Assessment conference ✓ Gang-Violence conference ✓ CAMT ✓ ELPS ✓ CAST/RGV CAST ✓ RGV TABE/TABE/NABE ✓ NASA ✓ HESTEC ✓ Inclusion Works! ✓ Assessment Conference	Register teachers for training in their content areas. Allow common planning periods for teachers to share strategies learned.	Dean of Instruction with Principal Principal with Department Heads / Campus Administrators /Teachers	Local funds. Title I funds. SCE funds. Time in master schedule	09/15 – 05/16 08/15 – 05/16	Formative: ✓ Registration documents on file ✓ ERO printouts ✓ Master schedule Summative: ✓ Highly Qualified staff resulting in a stronger learning environment

**GOAL AREA III:
OBJECTIVE:**

**Staff Quality, Recruitment and Retention
3.1 Continued**

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
<ul style="list-style-type: none"> ✓ Social Worker Conf. ✓ Assessment Conference ✓ Instructional Coach Training ✓ Safe School Ambassadors ✓ IB Conference ✓ College Ready/ College Connected ✓ CHAMPS ✓ AP Institute ✓ Pre-AP Institute ✓ Safe & Civil Schools ✓ CIF ✓ PBIS ✓ Capturing Kids' Hearts/Process Champions ✓ SIRC Summer Training ✓ School Improvement Conference ✓ STEM Labs ✓ Model Schools Conf. ✓ SIRC ✓ CAST ✓ ESC Turnaround Educator Series ✓ TASSP ✓ Curriculum Associates ✓ McRel 					

**GOAL AREA III:
OBJECTIVE:**

**Staff Quality, Recruitment and Retention
3.1 Continued**

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Certify that all teachers are Highly Qualified (HQ). Implement the Texas High School Project – College Ready/College Connected. ✓ CIF Strategies	Schedule McRel (6 hr) training for all new teachers.	Dean of Instruction with Principal	PDAS training timeline	08/15– 01/16	<u>Formative:</u> ✓ PDAS training ✓ Certificates ✓ Teacher certification reports on file <u>Summative:</u> ✓ Highly Qualified teachers <u>Formative:</u> ✓ Holistic Scoring ✓ Monitoring <u>Summative:</u> ✓ Improved STAAR scores
	Assure that all teachers are HQ through Degree or House: ✓ coursework ✓ in-service ✓ experience	Principal with Dean of Instruction	TEA certification records	08/15 – 05/16	
	Summarize: Weekly entries build support. Incorporate writing in all classes.	Teachers/Administration/Students	Notebook, Stories, Novels, Vocabulary, Composition Books.	08/15 – 05/16	

**GOAL AREA III:
OBJECTIVE 3.2:**

Staff Quality, Recruitment and Retention

By the end of the 2014-2015 school year, all new teachers will participate in the **New Teacher Mentor** program with qualified and experienced cooperating teachers.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Provide all first year teachers with mentors.	Assign mentors within first week of school (1 st week of 2 nd semester for new mid-year teachers).	Dean of Instruction/Principal/Instructional Coach	New teacher and mentor list	08/15 – 05/16	<u>Formative:</u> ✓Mentor/Inductee On-going Formative and Summative Evaluation ✓Observation feedback ✓Teacher self-report <u>Summative:</u> ✓List of all new teachers with assigned qualified mentors
	Require participants to adhere to campus/district/program timelines/guidelines/Requirements.	Mentor Inductees/Dean of Instruction	New teacher and mentor list	08/15 – 05/16	
	Require first year teachers to observe other teachers.	Dean of Instruction/Principal/Grade Level Administrator	Substitute teachers	Once per semester for 2015-2016 school year	
Provide new staff members with campus policies and procedures.	Hold meeting with new staff members to disseminate campus information on policies and procedures.	Mentors and Inductees/Dean of Instruction/Administrator	Campus and District Policies/Procedures Handbook	Once per semester for 2015-2016 school year per six weeks	<u>Formative:</u> ✓Sign-in sheets ✓Agendas <u>Summative:</u> ✓New teacher evaluations

**GOAL AREA III:
OBJECTIVE 3.3:**

Staff Quality, Recruitment and Retention

By the end of the 2015-2016 school year, Liberty Middle School will provide **effective communication** between the **Campus Council and staff**.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Establish site-based decision making CPOC committee.	Type and distribute minutes to CPOC for approval.	Recording secretary/Principal/CPOC members	CPOC Minutes	Monthly through 2015 - 2016	<u>Formative:</u> ✓ Minutes of CPOC meetings and staff ✓ CPOC highlights ✓ Sign-in sheets <u>Summative:</u> ✓ Site-based decision making CPOC agendas/minutes on file.
	E-mail CPOC highlights in a timely manner.	Recording secretary/Principal	CPOC Minutes	Monthly through 2015 – 2016	
	Announce CPOC meetings and invite staff.	Assistant Principal	Announcement forms	Monthly / second Wednesday of the month	

**GOAL AREA III:
OBJECTIVE 3.4:**

Staff Quality, Recruitment and Retention

By the end of the 2015-2016 school year, Liberty Middle School will utilize effective procedures for recruitment and employment of new staff members.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Attend teacher job fairs.	Collaborate with District Personnel Office or Job Fair.	Principal	District Personnel Management procedures	08/15 – 05/16	<u>Formative:</u> ✓ Job Fair announcement on file ✓ Job Fair attendance record <u>Summative:</u> ✓ Recruitment of Highly Qualified Staff
	Attend Job Fair.	Principal	University Job Fair Schedule	08/15 – 05/16	
Continue current employment procedures.	Contact District Personnel Office of upcoming vacancies.	Principal	District related policies/procedures. KTRI-TV.	08/15 – 05/16	<u>Formative:</u> ✓ Advertisement of new openings through district Human Resources Department <u>Summative:</u> ✓ Recruitment of highly qualified staff
	Select interview committee.	Principal	Interview form. Staff committee.	08/15 – 05/16	
	When possible include a representative from area vacated for interview committee.	Principal	Posted vacancies.	08/15 – 06/16	
Provide administration / management with the necessary supplies and equipment needed for daily implementation of office operations to ensure positive climate through organization and management.	Provide basic daily supplies, materials as needed.	Principal / School Secretary	Local Funds, SCE Funds, Title-I Funds	08/15 – 05/16	<u>Formative:</u> ✓ Supplies and materials ✓ Approved vendor Catalogs <u>Summative:</u> ✓ Funding

GOAL AREA IV:
OBJECTIVE 4.1:

School Culture and Climate

By the end of the 2015-2016 school year, the Liberty Middle School Fine Arts Department will collaborate to coordinate visual and performance based students each semester.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Organize programs for presentation.	Allow time for fine arts program planning, school functions , i.e. dances, socials.	Principal with Fine Arts teachers and Department Heads/Staff Members	Activities Calendar. Planning time for teachers. Student behavior progress reports.	08/15 – 05/16	<u>Formative:</u> ✓ Activities calendar, program dates, staff development calendar ✓ Posters, programs, announcements <u>Summative:</u> ✓ School-wide student involvement in co-curricular activities. Examples: -Theatre productions -Art exhibits -Band concerts -Dance recitals
	Send invitations to students, parents, community members and district administrators.	Principal with Fine Arts teachers/ Department Heads/Staff/Parent Educator/ Secretary	Program invitations. Posters. Event dates. Camera (video/ digital)	08/15 – 05/16	
	Advertise activities on marquee and school PA system.	Principal with Fine Arts teachers/Staff/ Custodial Staff	Marquee materials/ announcement forms/School Messenger/District Website/Living Tree	08/15 – 05/16	
	Contact district media and public relations office for additional program coverage.	Principal with Fine Arts teachers and Staff Members	KTRI Channel 37. The Monitor. PSJA Newsletter.	08/15 – 05/16	

GOAL AREA IV:
OBJECTIVE 4.2:

School Culture and Climate

By the end of the 2015-2016 school year, Liberty Middle School will provide opportunities for **all students** to experience success through individual and group accomplishments.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Recognize students for perfect attendance and academic achievement.	Hold an end-of-year awards assembly.	Principal with Team Leaders/designated Administrator/School Community Liaison/Migrant Clerk/Counselors	Certificates. Student incentives. Academic data. Trophies. Contact district media – pictures.	Every six weeks through 2015 -2016 school year	<u>Formative:</u> ✓Activity calendar ✓List of recognized students ✓Honor Roll lists ✓Announcements ✓Attendance counts ✓Library calendar <u>Summative:</u> ✓Positive school climate
	Continue: Honor Roll, Student of the Six Weeks Awards.	Teachers/Counselors/Administration Academic Success Committee	Certificates/ribbons/funding for incentives. Coupons from surrounding restaurants.	Every six weeks through 2015 -2016 school year	
	Recognize academic achievement through use of school PA system.	Team Leaders with Teachers/designated Administrator/Counselors	Announcements	Every six weeks through 2015-2016 school year	

**GOAL AREA IV:
OBJECTIVE:**

**School Culture and Climate
4.2 Continued**

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
	Recognize academic achievement through school awards assembly at end-of-year.	Teachers/Administration	Certificates/ribbons/ Trophies.	May 2016	
	Recognize athletic and fine arts achievement.	Sponsors and Coaches/Administration	Awards supplies. Activity fund athletic account for athletic banquet.	Every six weeks through 2015-2016 school year and at end-of-year banquet.	
	Recognize students with perfect attendance.	School Attendance Specialist/Teachers	Attendance counts. Incentives. Contact District Media.	Every six weeks.	
	Recognize students in library reading programs.	Librarians/Teachers	Certificates. Trophies. Activity fund for library incentives.	08/15 – 05/16	
	Recognize Team teachers for AR support	Administration	Funding Lunches	08/16 – 05/16	

GOAL AREA IV:
OBJECTIVE 4.3:

School Culture and Climate

By the end of the 2015-2016 school year, **all students** at Liberty Middle School will strengthen their awareness of **multi-cultural** activities through participation in extra and co-curricular activities.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Implement multi-cultural activities.	Incorporate a variety of cultural traditions, holidays and celebrations into lessons.	Teachers/Department Heads/ Librarians	Guest speakers, thematic units, department/library internet	08/15 – 05/16	<u>Formative:</u> ✓ Lesson plans, Classroom observation forms, displays ✓ Scrapbooks ✓ Announcements/ Invitations <u>Summative:</u> ✓ Multi-cultural activities, notes in lesson plans and social activity calendar.
	Display information in creative forms (food, clothing, crafts, etc)	Teachers/Department Heads	Posters, Projects	08/15 – 05/16	
	Encourage student writing in areas of diversity.	Teachers/Department Heads	Student writings on display in hallways and team pride areas.	08/15 – 05/1	
	Promote reading of fiction and/or non-fiction to gain cultural insight.	Teachers/Department Heads/ Librarians	Library books/novels	08/15– 05/16	
	Allow students to listen to music of different cultures.	Teachers/Department Heads	Music/Tapes. Videos.	08/15 – 05/16	
	Examine different political systems.	Teachers/Department Heads	Guest speakers, thematic units, department/library internet	08/15 – 05/16	
	Invite guest speakers of different backgrounds to speak to students.	Teachers/Administrators	Guest speaker, resource list	08/15 – 05/16	
	Incorporate dance to music of different cultures in PE Dept.	PE Staff	Music/Tapes DVD's/CD's	08/15 – 05/16	

**GOAL AREA IV:
OBJECTIVE:**

**School Culture and Climate
4.3 Continued**

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
	Coordinate a Wellness Fair.	PE Staff/Coaches/Parent Educator/Nurse	Guest speakers. Flyers. Marquee.	08/15 – 05/16	
	Allow students to view dances of different cultures.	Dance Teacher/Staff	Music, tapes, costumes, props, media. Video selections. DVD's/CD's	08/15 – 05/16	

GOAL AREA IV:
OBJECTIVE 4.4:

School Culture and Climate

By the end of the 2015-2016 school year, the tutoring program at Liberty Middle School will be monitored by maintaining **accurate tutorial records of all students** attending on a six week basis.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Require teachers to keep weekly tutoring logs.	Turn in tutorial logs to designated principal or teacher supervisor. ✓Afterschool weekday tutorials ✓Saturday tutorials	Teachers / Administration	Tutoring logs. Tutoring Monday, Tuesday, Saturday Tutoring passes. Intervention classes.	10/15-5/16	<u>Formative:</u> ✓Tutoring logs showing number of students participating <u>Summative:</u> ✓Tutoring available for all students
	Monitor teacher presence periodically to assure tutorial opportunity for all students.	Administration/on-duty staff	Tutoring logs	January - June 2016	

GOAL AREA IV:
OBJECTIVE 4.5:

School Culture and Climate

By the end of the 2015-2016 school year, Liberty Middle School will reflect a 50% reduction in student disciplinary assignments to ISS, the Alternative Center, and suspensions from school.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Enforce discipline consistently throughout the campus.	Hold TEAM conference with: ✓ student/team ✓ student/team/parent ✓ student/team/parent/Administrator and/or Counselor for minor Infractions, intervention	Grade level Assistant Principal with Teachers/Counselors/Principal/Support Staff	Student code of conduct. School Discipline Plan. Referral forms.	08/15 – 05/16	<u>Formative:</u> ✓ Documented office referrals, percentage of office referrals, yearly comparison, team minutes of discipline related student conferences ✓ Referral print-outs ✓ Behavior management plans in place for Special Education and 504 students. ✓ Principal reminders ✓ Notices to teachers who do not comply ✓ Security Guard or Police Officer duty schedule ✓ Sign-in sheet agenda <u>Summative:</u> ✓ Improved student discipline
	Refer extreme cases directly to principals by calling for administration.	Grade level Assistant Principal with Teachers/Counselors/Principal. Support Staff, i.e. Police Officer	Team Discipline Plan. Referral forms. Police Reports.	08/15 – 05/16	
	Contact parent for any ISS, Alternative Center/ suspension/after school detention assignments.	Administration/Teachers/Counselors. Support Staff, i.e. Police/School Attendance Specialists	Phone logs. Census forms. Emergency cards.	08/15 – 05/16	
	Follow policies for SP. Ed. students.	Administration/Teachers/Counselors. Support Staff.	Special Education policy guidelines	08/15 – 05/16	

**GOAL AREA IV:
OBJECTIVE:**

**School Culture and Climate
4.5 Continued**

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
<p>Incorporate a drug prevention/character educational program.</p>	<p>Require staff to actively monitor hallways and bathrooms during passing periods.</p>	<p>Principal with Assistant Principals/ Teachers Safe and Civil Committee</p>	<p>Bell schedule. Time.</p>	<p>08/15 – 05/16</p>	<p><u>Formative:</u> ✓ Drug Education schedules ✓ Sign-in sheets <u>Summative:</u> ✓ School-wide drug prevention program in place</p>
	<p>Station security guards at designated areas.</p>	<p>Principal with Assistant Principals/ All Security staff</p>	<p>Security guard</p>	<p>08/15 – 05/16</p>	
	<p>Provide drug prevention and character education.</p>	<p>Teachers/Counselors/Administration/ Police Officer/Support Staff/Outside Agencies</p>	<p>Drug Prevention and Character Education lessons. Videos/DVD's/CD's. P.A. Equipment. Advisory Period. Student Planner. United Streaming. I.B.</p>	<p>08/15 – 05/16</p>	

GOAL AREA IV:
OBJECTIVE 4.6:

School Culture and Climate

By the end of the 2015-2016 school year, Liberty Middle School will have a **CRISIS MANAGEMENT PLAN** in place that will ensure the safety of students and staff.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Establish a safety and crisis management plan.	Designate a safety committee chairperson and key persons in strategic locations throughout the campus.	Principal and/or designee. Safety Committee and District Safety Coordinator.	School map. Crisis Management Plan. Crisis Codes.	08/15 – 05/16	<u>Formative:</u> ✓ Safety committee member list in place ✓ Crisis Management plan in place <u>Summative:</u> ✓ Crisis management plan in place
	Review District Crisis Management Plan.	Safety Committee/Principal. Crisis Management Team (CMT).	District Crisis Management Plan. School Crisis Management Plan.	08/15 – 11/15	
Develop an identification system for all personnel and visitors on campus.	Make ID badges for all staff.	Safety Chairs/Principal. Support Staff	I.D. Equipment, Badges	08/15 – 05/16	<u>Formative:</u> ✓ I.D. badges in place for all staff/visitors <u>Summative:</u> ✓ I.D. system in place for all visitors and staff
	Provide all visitors with passes.	Safety Chair/Principal/Receptionist	Raptor System	08/15 – 05/16	

GOAL AREA IV:
OBJECTIVE 4.7:

School Culture and Climate

By the end of the 2015-2016 school year, Liberty Middle School will recruit students to the **MIGRANT STUDENT PROGRAM** to help encourage student achievement.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Continue the migrant student program.	Contact District Migrant Program for funding.	Migrant Support Staff	Migrant funding. Migrant student lists.	08/15 – 05/16	<u>Formative:</u> ✓Tutorial logs for migrants ✓Student report cards ✓Educational materials in place <u>Summative:</u> ✓Migrant student program in place
	Provide migrant students with instructional supplies and other items as needed.	Migrant District Director/Migrant Guidance Associate and Administrator designee/Migrant Counselor	District Migrant funds	08/15 – 05/16	
	Recruit migrant students.	Migrant District Director, Identification and Recruitment Clerk/Migrant Guidance Associate	District Migrant funds	08/15 – 05/16	
	Provide tutors.	Migrant Strategist/Migrant Counselors/ Migrant Guidance Associates	District Migrant funds	08/15 – 05/16	
	Provide migrant student field trips to university and college campus (Houston Museum/ NASA/HESTECC)	Migrant Counselor and Guidance Associate	District Migrant funds	08/15 – 05/16	
	College and University awareness and requirements fieldtrips.	Administration	Migrant funds	08/15 – 05/16	
	Provide AR books as educational resources.	Migrant Counselor and Guidance Associate	Local Funds	08/15 – 05/16	
	Provide teacher materials for students in the areas of Language Arts/ Math/ Science/ History.	Migrant Strategist and Migrant Counselor	Migrant funds	08/15 – 05/16	
			Migrant funds	08/15 – 05/16	

**GOAL AREA IV:
OBJECTIVE:**

**School Culture and Climate
4.7 Continued**

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Promote college connections.	Provide educational videos, audios and CD's (recorded books)	Migrant Strategist and Migrant Counselor	Migrant funds	08/15 – 05/16	<u>Formative:</u> ✓ Guest Speakers ✓ Budget ✓ Transportation ✓ College Promotional Items <u>Summative:</u> ✓ Improve college awareness/readiness ✓ Increase career opportunities
	Provide maps, educational games, instructional supplies for Math, Reading, Writing, Science and Social Studies.	Migrant Strategist and Migrant Counselor	Migrant funds	08/15 – 05/16	
	Provide training/staff development.	Migrant Director			
	Provide computers/ computer hardware and software.	Migrant Counselor and Migrant Associate / TTIPS Department	Migrant funds	08/15 – 05/16	
	Designate day for wearing college colors. (Wednesday)	Department Heads / PBIS Committee	Migrant funds	08/15 – 05/16	
	Host guest speakers promoting higher education.	Counselors / Texas Scholars	Local Funds	08/15 – 05/16	
	Hold college decoration contests/activities (doors, pride areas, hallways, etc.)	Teachers	Local Funds	08/15 – 05/16	
	Provide opportunities to visit local and state colleges/universities.	Principal/Assistants/Department Heads	Local Funds CFES Funds	08/15 – 05/16	

**GOAL AREA V:
OBJECTIVE 5.1:**

Finance

By the end of the 2015-2016 school year, all teachers will be familiar with district budget and spending procedures.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Inform staff of budget and account spending procedures.	Provide a budget report to CPOC.	Principal with Campus Secretary	Campus budget for local, state and federal funds	08/15 – 05/16	<u>Formative:</u> ✓ Campus budget reports, district budget reports ✓ CPOC agendas/minutes ✓ Quarterly reports with bookkeeper ✓ Memorandums ✓ Budget forms on file ✓ Signed forms <u>Summative:</u> ✓ Site-based decision making committee ✓ CPOC agendas
	Provide access of quarterly district report.	Principal with Campus Secretary	Quarterly district report Notice of money needs	08/15 – 05/16	
	Provide departments and academic teams with amount of monies remaining and upcoming deadlines.	Principal with Campus Secretary		08/15 – 05/16	

GOAL AREA V:
OBJECTIVE 5.2:

Finance

By the end of the 2015-2016 school year, school fundraising activities will improve to accommodate all organizations involved.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Hold meetings with club sponsors for activity calendar placement and fundraising calendar sign-up.	Designate one staff meeting at start of year.	Club Sponsors/Team Leaders/ Bookkeeper/Principal	Activities calendar	08/15 – 05/16	<u>Formative:</u> ✓Activity sign-up Calendar ✓Rosters ✓List of Sponsors <u>Summative:</u> ✓Equitable fundraising time for all campus organizations
	Set up calendar sign-up meeting for fundraising activities.	Club Sponsors/Team Leaders/ Bookkeeper/Principal	Activities calendar	08/15 – 05/16	
	Define specific criteria for fundraisers.	Principal/Bookkeeper	Activities calendar	08/15 – 05/16	
	Incorporate extra-curricular activity class i.e. chess/arts & crafts	UIL Sponsor	Activity Club Accounts Local Budget	August 2015 – June 2016	

GOAL AREA VI:

Family and Community Involvement

OBJECTIVE 6.1:

By the end of the 2015-2016 school year, parental involvement and participation in school related activities at Liberty Middle School will increase by 100%.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Provide one FTE Parent Educator to coordinate parental involvement program.	Coordinate, analyze, train and educate parents to become involved in school related activities.	Principal or designee/Parent Educator/District Parent Coordinator	SCE Funding	Monthly 08/15 – 05/16	<u>Formative:</u> ✓SCE local evaluation ✓Increased parental involvement through logs, sign-in sheets, attendance rosters, meeting agendas ✓Memos on file ✓Travel log ✓Parental certificates and awards ✓Evaluation and feedback forms <u>Summative:</u> ✓Increased parental involvement
	Contact and recruit parents to join parental program.	Principal or designee/Parent Educator/Migrant Clerk	Administration and Support Staff. Student lists.	On-going 08/15 – 05/16	
	Send flyers to invite parents to become aware of all parental involvement programs.	Parent Educator with Team Leaders and Migrant Clerk	Campus marquee. Channel 17. Flyers, memos, reminder notices.	Monthly 08/15 – 05/16	
	Provide parent transportation to and from school functions.	Parent Educator with Parent Volunteers/ School Community Liaison/Migrant Clerk	Title I funds	Every six weeks from 08/15 – 05/16	
	Recognize parent involvement through awards/certificates.	Parent Educator/Principal and /or designee	Certificates/awards/ meals. Title I funds.	Monthly from 08/15 – 05/16	
	Provide parental involvement center equipped with appliances and materials needed for meetings.	Parent Educator/Principal	Title I, SCE, and ARRA Funds	Monthly from 8/15 – 05/16	

**GOAL AREA VI:
OBJECTIVE:**

**Family and Community Involvement
6.1 Continued**

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
	Hold ESL, citizenship, computer literacy, "Parents Reading Nest", GED and conversational English classes.	Parent Educator/Principal and/or designee	Computer lab. Books/supplies. Title I funds.	Monthly from 08/15 – 05/16	
	Provide self-sufficient training sessions.	Parent Educator/Principal and/or designee	District calendar	Monthly 09/15 – 05/16	
	Provide parenting skills/family frameworks.	Parent Educator/Principal and/or designee, District Coordinator, Migrant Clerk	Programs "P.S. Yo Te Amo" and Family Frame Family Forward. Abriendo Puertas – Parents Helping Parents.	Weekly 09/15 – 05/16	
	Hold PAC meetings.	Parent Educator/Principal	Title I funds. announcement forms: posters/flyers/ invitations. Provide refreshments.	Monthly 08/15 – 05/16	
	Contact parents by telephone.	Parent Educator with PAC Officers	Parent telephone	Every six weeks	
	Provide snacks for parent meetings.	Parent Educator / Administration	Parental Involvement Budget	August 2015 –June 2016	
	Provide activities such as arts and crafts classes, "how-to" project sessions, etc.	Parent Educator / Administration	Title I Funds. Arts and Crafts supplies.	August 2015 – June 2016	

GOAL AREA VI:

Family and Community Involvement

OBJECTIVE 6.2:

By the end of the 2015-2016 school year, efforts to inform parents of Liberty Middle School policies and procedures will reach out to 100% of all parents.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Encourage parents to read and sign handbook.	Encourage parents to attend pre-registration and registration.	Principals with Counselors and Teachers	Student handbook	08/15 – 05/16	<u>Formative:</u> ✓ Parent signature forms and parent log ✓ Telephone logs, contact documentation ✓ Copy of parent letters ✓ District attendance report ✓ Teacher's grade book ✓ Home School Compact <u>Summative:</u> ✓ Improved student attendance.
	Make daily phone calls on students who are absent.	School Community Liaison with Attendance Clerk/Parent Educator	Student home information	08/15 – 05/16	
	Send letters to parents after 3 rd , 5 th , and 7 th absence.	School Community Liaison with Attendance Clerk	Warning letters	08/15 – 05/16	
	Hold parent conference after 5 th absence.	School Community Liaison/ Counselor/Team Teachers	Attendance policy	08/15 – 05/16	
	Remind parents to send medical excuses with student.	School Attendance Specialists with Attendance Clerk	Student handbook	08/15 – 05/16	
	Send out census cards through second period teachers.	Principal with PEIMS Clerk/Nurse	Census cards	08/15 – 05/16	
Send census cards and emergency cards for all parents to sign.	Send out emergency cards through homeroom class.	Principal with school nurse	Emergency cards	08/15 – 05/16	
	Distribute Home School Compacts through third period teacher.	Parent Educator with Principal and/or designee	Home School Compact both English and Spanish	08/15 – 05/16	
Send Home Compacts to parents.					

GOAL AREA VI:
OBJECTIVE 6.3:

Family and Community Involvement
 By the end of the 2015-2016 school year, Liberty Middle School's efforts to invite parents and community members to come to school Activities will result in a 50% attendance increase.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Notify all parent of parenting skills training.	Send out newsletter and invitation with students.	Parent Educator/Principal and/or designee	Newsletter/Invitation/ Marquee/School Messenger	08/15 – 05/16	<u>Formative:</u> ✓ Attendance sign-in sheets ✓ Telephone logs ✓ Announcement forms <u>Summative:</u> ✓ Increased attendance in parenting classes
	Inform parents via telephone, news media, KTRI, school website	Parent Educator with Parental Involvement Coordinator/Principal	Parent telephone numbers	08/15 – 05/16	
	Contact Channel 17 staff of events.	Parent Educator/Principal and/or designee	Announcements	08/15 – 05/16	
	Make home contacts with parents of AT-RISK students.	Team Teachers and Parent Educator/ Principal and/or designee/School Community Liaison/Migrant Staff	Home contact. Phone numbers and addresses	08/15 – 05/16	

**GOAL AREA VI:
OBJECTIVE 6.4:**

Family and Community Involvement

By the end of the 2015-2016 school year, Liberty Middle School will invite parents and community members to participate in school activities.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Provide calendar of upcoming events.	Give copy to every parent at PAC meetings.	Parent Educator/Principal and/or designee.	Information input from all Teams	08/15 – 05/16	<u>Formative:</u> ✓ Calendar of events posted and on file in parent center ✓ Events visible on marquee ✓ Speaker sign-in sheets <u>Summative:</u> ✓ Increased parental attendance in school activities
	Announce meeting via student announcements, marquee, media and KTRI.	Parent Educator/Principal and/or designee.	Information input from all Teams	08/15 – 05/16	
	Advertise events on marquee.	Principal and/or Designee/Team Leaders/ Department Heads and Sponsors.	Information input from all Teams	08/15 – 05/16	
	Invite successful business and community members as guest speakers for parenting sessions, PAC meetings and self-sufficiency classes.	Team Teachers/Counselors/School Community Liaison/Principal and/or Designee/Parent Educator	Community guests	08/15 – 05/16	

**GOAL AREA VI:
OBJECTIVE 6.5:**

Family and Community Involvement

By the end of the 2015-2016 school year, parental involvement in the Parent Volunteer Program at Liberty Middle School will increase by 50%.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Inform parents about volunteer program.	Send letter home with student asking parents to help on campus each semester.	Parent Educator with Principal and/or Designee	Parent letter	08/15 – 05/16	Formative: ✓Volunteer sign-in sheets, time logs ✓Copies of memos on file ✓Advertisement on KTRI ✓Attendance roster ✓Certificates ✓Picture of marquee Summative: ✓Successful parent volunteer program
	Advertise information on KTRI, radio.	Parent Educator/Principal and/or Designee	KTRI-Channel 17	08/15 – 05/16	
	Recruit parents through parent events for parent volunteer program.	Parent Educator with School Community Liaison/Migrant Clerk	Parent home information.	08/15 – 05/16	
	Conduct monthly PAC meetings.	Parent Educator with Principal and/or Designee/TTIPS Social Worker	School Messenger, Flyers, refreshments and supplies for meetings.	08/15 – 05/16	
	Award certificates for volunteer hours at LMS Banquet.	Parent Educator with Principal and/or Designee	Parent volunteer log	09/15 – 05/16	
	Award certificates for hours volunteered at the District-Wide Banquet.	Principal and/or Designee/Parent Educator/Parental Involvement Coordinator	Parent volunteer log	08/15 – 05/16	
	Display parent volunteer "Thank You" on marquee.	Parent Educator with Principal and/or Designee	Marquee	08/15 – 05/16	
	Select a parent volunteer of the year.		Parent volunteer log	May 2016	

**GOAL AREA VII:
OBJECTIVE 7.1:**

Community and Business Partnerships

By the end of the 2015-2016 school year, community and business involvement will increase by .05 percentage points from the prior year.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Participate in community/business activities.	Encourage student/staff participation (Band/Athletics/Drama/AR/Student Council) in community events.	Staff /Coaches/Sponsors/Library Staff/Principal	Parade entry forms and fee. Community events calendar.	Annual dates set by Pharr Chamber of Commerce	<u>Formative:</u> ✓ City of Pharr schedule of events ✓ Parade log sheet activity timeline ✓ Recycling committee agenda meeting ✓ Sign-in sheets <u>Summative:</u> ✓ Increased school community/business activities
	Encourage school organizations to participate in service activities.	Club sponsor/Teachers/Pharr Police Officers/Staff/Community Members/Parent Educator/Miracle Kids	Dates of activities. Clothing. Food. Donations.	08/15 – 05/16	
	Fulfill I.B.® requirements for service projects.	Team Leaders/Team Teachers/Team Students/Administration	Dates of activities	08/15 – 05/16	

GOAL AREA VII:
OBJECTIVE 7.2:

Community and Business Partnership

By the end of the 2015-2016 school year, student awareness of different career availability will increase by 100%.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
<p>Increase student career awareness through guest speakers.</p>	<p>Invite different members of the community to inform students of different career choices to classrooms.</p>	<p>Principal with Team Leaders/Department Heads/Teachers</p>	<p>List of area businesses and professionals List from Pharr Chamber of Commerce businesses</p>	<p>08/15 -- 05/16 Once a year (Spring)</p>	<p><u>Formative:</u> ✓ Sign-in sheets. ✓ Evaluation sheets ✓ Guest speaker sign-in sheets <u>Summative:</u> ✓ Increased student career awareness</p>

**GOAL AREA VIII:
OBJECTIVE 8.1:**

Research/Development/Evaluation

By the end of the 2015-2016 school year, Liberty Middle School will assess and monitor the effectiveness of school programs for improvement of **all student** achievement, including **all subgroups** on TAKS.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Analyze Spring STAAR data. All students and sub-groups: ✓ LEP ✓ Migrant ✓ GT ✓ Economically disadvantaged ✓ AT-RISK ✓ Special Education ✓ African American ✓ White ✓ Gender ✓ Recent Immigrant ESL	Provide department head with STAAR Item Analysis	Dean of Instruction/Principal	STAAR Data	Spring 2016 scores	<u>Formative:</u> ✓ Agenda ✓ Sign-in sheets ✓ Calendar of STAAR benchmark tests ✓ Comparative STAAR data results on print-out ✓ STAAR student data profiles <u>Summative:</u> ✓ Improved STAAR scores
	Train staff on STAAR Data Analysis	Department Heads with Principal and Dean of Instruction	New STAAR objectives.	10/15 – 05/16	
	Data Analysis Licenses	Administration	Data Analysis	08/15 – 05/16	
	Provide STAAR Benchmark tests.	District Coordinator/Principal	STAAR Benchmark tests.	District test schedule	
Analyze STAAR practice test data.		Department Heads with Teachers/ Principal and Dean of Instruction	STAAR Practice test results.	After district tests	

**GOAL AREA VIII:
OBJECTIVE 8.2:**

Research/Development/Evaluation

By the end of the 2015-2016 school year, Liberty Middle will use available comparative data to analyze all student academic outcomes.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Target areas of weakness on STAAR. Analyze all student failure rate per grade level.	Analyze objectives with problem areas.	Department Heads/Principal	STAAR scores. Benchmark scores.	08/15 – 05/16	<u>Formative:</u> ✓ Student data profiles ✓ STAAR Scores ✓ Staff development agendas ✓ AEIS school report <u>Summative:</u> ✓ Disaggregated STAAR data. ✓ Improved STAAR scores <u>Formative:</u> ✓ Student failure lists ✓ Teacher mentor list <u>Summative:</u> ✓ Improved student passing rate
	Vertically align resources within the school (6-8) to CSCOPE.	Principal/Dean of Instruction	STAAR scores. Benchmark scores.	08/15 – 05/16	
	Compare LMS test scores with middle schools within the district and the campus AEIS group.	Principal with District Curriculum Coordinators. Principal/District STAAR Analysis	STAAR scores. AEIS School Report Card. TEA website www.tea.state.tx.us	08/15 – 05/16	
	Plan appropriate interventions for target areas.	Department Heads with Teachers. Administration.	STAAR data. BM scores.	08/15 – 05/16	
	Review of failure list with teachers with more than 10% of students failing.	Administration with PEIMS Clerk	Failure lists for each six weeks	End of each six weeks 08/15 – 05/16	
	Assign students that are failing to team teachers for mentoring.	Team leaders with Counselors	Failure lists for each six weeks	End of each six weeks 08/15 – 05/16	

**GOAL AREA IX:
OBJECTIVE 9.1:**

Communication

By the end of the 2015-2016 school year, Liberty Middle School will increase recognition of **all student achievement** by holding at least two school-wide and grade level promotional activities.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Recognize student achievement.	Allow each team to hold assemblies every six weeks.	Team Teachers/Administration	Certificates of Award	Every six weeks 08/15 – 05/16	<u>Formative:</u> ✓ Team meeting agenda or minutes, schedule of assemblies ✓ Awards assembly program ✓ Hallway bulletin boards ✓ Student composition ✓ Visible displays of student projects ✓ Honor roll attendance slips, list of honor roll students, bus request forms <u>Summative:</u> ✓ Awards ceremonies and student displays for recognition of all students
	Hold an end-of-year awards assembly per grade level.	Team Leaders/Counselors/Administration	Student awards. Chairs/tables. PA system.	May 2016	
	Collect display item contributions from each team (pictures, certificates, student work).	Teachers/Administration	Team input. Student's work/ projects. Bulletin board announcements.	Every six weeks 08/15 – 05/16	
	Students of the Six Weeks incentives		Teacher nominations.	Every six weeks 08/15 – 05/16	
	Allow clubs/ organizations to recognize student achievement.	Counselors		Every six weeks 08/15 – 05/16	
	Recognize students with perfect attendance.	Club/Organization sponsors	Pictures of events. Funding. Certificates.	08/15 – 05/16	
		School Community Liaison/Migrant Clerk	Certificates/student incentives	08/15 – 05/16	

**GOAL AREA IX:
OBJECTIVE 9.2:**

Communication

By the end of the 2015-2016 school year, Liberty Middle School will recognize staff member contributions and achievements every six weeks through the use of technology.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Provide staff incentives.	Recognize staff members via technology for extra-curricular efforts.	Principal/Public Relations Representative	E-Mail messages. Announcements. Library newsletter. Clubs/organizations/ Living Tree	Monthly 08/15 – 05/16	<u>Formative:</u> ✓ End-of-year staff awards assembly ✓ Copies of newsletter ✓ Bulletin boards ✓ Announcements ✓ Marque ✓ Tokens of appreciation ✓ E-Mails ✓ Tokens of appreciation <u>Summative:</u> ✓ Increased recognition/appreciation of staff members
	Award certificates of appreciation to staff.	Principal with Department Heads	Certificates	08/15 – 05/16	
	Provide end-of-six weeks incentive treats.	Principal/Campus Secretary	Approved vendor lists. Staff activity account. Donations.	End of every six weeks 15 – 16	

GOAL AREA X:
OBJECTIVE 10.1:

Technology

By the end of the 2015-2016 school year, all Liberty Middle School students will have access to technology related equipment.

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION	
Provide students and faculty and parent volunteers with computer access and technology equipment, i.e. I-Pads, Laptops, etc.	Upgrade equipment. IPAD's, accessories	CIT/Principal/Secretary	Hardware/supplies Budget: Title I, Local, Priority Grant	08/15 – 05/16	Formative: ✓ Visibility of students using computers ✓ Computer lab sign-in sheets ✓ Wireless lab sign-in ✓ Lesson plans ✓ Schedule of training sessions Summative: ✓ Increased use of technology on campus	
	Upgrade library equipment.	Technology committee/Principal	Technology budget	08/15 – 05/16		
	Provide student access to wireless laptops, IPAD's	CIT	Wireless lab	01/16– 05/16		
	Provide access to a computer lab for teachers to take their students.	Technology Specialist/Principal	Computer lab	08/15 – 05/16		
	Train staff to incorporate computer instruction in classroom with appropriate software for all sub-groups. (IPADS)	CIT/Principal	Content area software. Easytechlearning.com. Brain Pop United Streaming. www.howtomaster.com www.plato.com	08/15 – 05/16		
	Train staff on internet use and application on IPAD's.					
	Upgrade computers in classrooms.		CIT /Principal	Staff Training/ Computer lab/Mobile lab		08/15 – 05/16
			CIT/Principal	Title I and Local budget		08/15 – 05/16

**GOAL AREA X:
OBJECTIVE:**

**Technology
10.1 Continued**

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Address needs of special populations with technology.	Implement a variety of programs. ✓ Learning.Com ✓ Ignite (C.O.W.) ✓ Brain Pop ✓ Plato ✓ Read 180 ✓ CEI ✓ Rosetta Stone ✓ Study Island ✓ System 44 ✓ Stem Labs ✓ SpringBoard	Lab Teacher/Principal	Software Programs. Computer Labs. Consumables and Any other resources needed to operate labs.	08/15 – 05/16	<u>Formative:</u> ✓ Plato print-outs ✓ Lesson plans ✓ CEI print-outs ✓ Plato print-outs ✓ Rosetta Stone printouts ✓ Library computer internet access logs ✓ System 44 print-outs <u>Summative:</u> ✓ Computer software programs available in labs to help special populations
	Provide Internet access.	CIT/Principal	Internet service providers	08/15 – 05/16	✓ Internet access available to students
	Implement CEI program.	CEI Lab Manager/Principal	CEI Program/ Computer lab	08/15 – 05/16	
Upgrade library resources.	Implement Read 180.	Read 180 Teachers/Principal	Read 180 lab software	08/15 – 05/16	<u>Formative:</u> ✓ Library checkout list for media
	Solicit departmental input for DVD selections.	Librarians/Department Heads/ Principal	Video bank by library and departments. Title I funds. Library budget.	08/15 – 05/16	✓ Increased number of TV/DVD units <u>Summative:</u>
	Encourage more efficient use of TV units available for checkout to teachers.	Librarians with Department Heads/ Administration	VCR's/videos/video catalog and training workshops. United Streaming.	08/15 – 05/16	✓ Library becomes the center for technology resources ✓ Video presentation resources available to all classrooms.

GOAL AREA X:
OBJECTIVE:

Technology
10.1 Continued

STRATEGIES	ACTION STEPS	PERSON(S) RESPONSIBLE IMPLEMENTATION/MONITORING	RESOURCES NEEDED	TIMELINE BEG/END	EVALUATION
Incorporate technology programs. ✓STEM Lab ✓Robotics ✓I-Pad Training ✓Interactive white board w/slates ✓Document readers ✓Printer, computer, keyboard ✓Poster maker ✓Digital projector ✓Mac Book Pro ✓I-Pad technology and software for Professional Development, walk-through, data analysis ✓Ignite Software (ION) üTech-Labs üStudy Island ü	Provide class sets of TI-83 graphing calculators to each 7 th and 8 th grade Math teachers, and TI-82 for Algebra teachers.	Principal/Math Department Head/Dean of Instruction /Instructional Coaches	Staff training on TI-83 graphing calculators, Software programs, Title I funds.	08/15 – 05/16	Formative: ✓ Lesson plans ✓ Availability of calculators ✓ LMS Website ✓ Technology in play productions ✓ Distance learning schedule ✓ Physical fitness license ✓ Library video inventory ✓ Availability of word processors Summative: ✓ State of the art technology and media programs to help promote student learning.
	Maintain a website for Liberty Middle School.	Principal/CIT	Computer lab	08/15 - 05/16	
	Incorporate technical theatre in theatre arts classes.	Principal with Theatre Arts	Computers/lighting. Technology resources for theatre, and other supplies needed for computers and printers.	08/15 – 05/16	
	Provide staff/students access to distance learning.	CIT/Librarians/Principal	Video conferencing equipment	01/16 – 05/16	
	Provide staff and students access to word processors.	CIT/Principal	AlfaSmarts. Microsoft Word.	08/15 – 05/16	
	Provide staff/students access to Learning.com.	CIT/Principal	Computers/Internet	08/15 – 05/16	
	Incorporate testing on-line (benchmarks).	CIT/Principal	Computers/Internet	2015 – 2016	
	Identify students involved in physical fitness grant.	PE Coaches/Principal	Fitness Gram software	09/15 – 05/16	
Provide staff/students access to howtomaster.com	CIT/Principal	Computers/Internet	08/15 – 05/16		