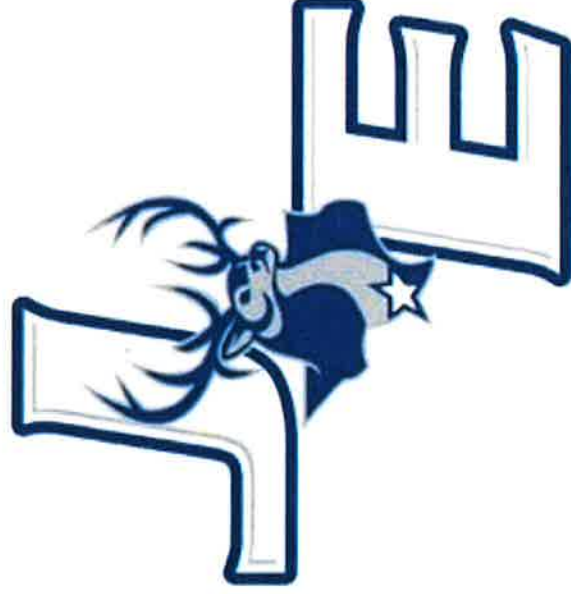


PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT

Jaime Escalante Middle School

Campus Improvement Plan

2018-2019



Vision:

JAIIME ESCALANTE Middle School will foster relationships that will build global leaders, critical thinkers, and lifelong learners for the 21st century workforce.

Mission:

Our mission is to ensure success for all students by providing specific, measurable, and attainable goals that reflect the school's vision. The campus plan will provide the basic direction for our school through focus and emphasis on the academic curriculum. Our goal is to prepare students to successfully interact with others; provide a positive, safe, and nurturing environment; support and encourage students to become positive, well-rounded, lifelong learners and successful leaders of the future. We will foster an environment where students, staff, parents and community members' work together to ensure student success.

Pharr San Juan Alamo Independent School District

JAIME ESCALANTE Middle School CAMPUS PERFORMANCE OBJECTIVES COUNCIL (CPOC) 2018-19

Meeting to Approve Campus Plan on: OCTOBER 8, 2018
Please sign by your name if you agree with Campus Plan

COMMITTEE	NAME	POSITION	SIGNATURE
Parent	Maricruz Nevarez	Member	
Classroom Teacher -6th	Ma. Teresa Garza	Member	
Classroom Teacher-6th	Linda Rodriguez	Member	
Classroom Teacher-6th	Gina Flores	Member	
Classroom Teacher-7th	Noemi Castillo	Member	
Classroom Teacher-8 th	Jennifer Worley	Member	
Classroom Teacher-8 th	Ana Samaniego	Member	
Community Representative	Milagros Gomez	Member	
Non-classroom Professional	Estela Franco	Member	
Non-classroom Professional	Mayra Martinez	Member	
Non-classroom Professional	Clara Rodriguez	Member	
Administration-Asst. Prin	Melissa Flores	Member	
Administration-Asst. Prin	Isaac Leal	Member	
Administration-Dean	Hilda Gonzalez	Member	
Administration-Principal	Raymundo Monrreal	Chair	

**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
CAMPUS IMPROVEMENT PLAN FOR
JAIME ESCALANTE MIDDLE SCHOOL
2018-2019**

GOAL AREA: NEEDS ASSESSMENT

FIVE YEAR GOAL: By May 2024, 90% of all students will demonstrate mastery of STAAR and TELPAS student expectations in all tested areas.

ONE YEAR OBJECTIVE: By May 2019, JEMS will have increased the necessary percentage points in ALL CONTENT AREAS for all student groups to Meet and Exceed Progress..

JAIME ESCALANTE Middle School is a progressive school working towards improving instruction through a variety of avenues. It seeks to hire highly qualified staff and provide quality staff development. Continually and systemically implementing a college readiness initiative, JAIME ESCALANTE Middle School continues to focus on success for all students, training new staff so that all adhere to it. Our campus implements a comprehensive curriculum and instruction that includes programs and strategies supported by scientifically-based research to improve student achievement.

JAIME ESCALANTE Middle School staff is committed to providing every child varied opportunities to be successful in meeting the State’s curriculum and assessment standards and to prepare our students for success in the college or career of their choice. To that end, the Site-Based Decision Making Committee (SBDM) reviews the school’s progress every year and adjusts/formulates its Campus Improvement Plan accordingly. This year’s comprehensive needs assessment as follows.

Domain I

STAAR Performance 2018

	Reading	Mathematics	Writing	Science	Social Studies
Approaches	54%	65%	48%	57%	56%
Meets	27%	29%	23%	28%	22%
Masters	14%	9%	6%	13%	11%

STAAR 2019 Goals

	Reading	Mathematics	Writing	Science	Social Studies
Approaches	75%	80%	75%	85%	75%
Meets	50%	50%	50%	50%	50%
Masters	30%	30%	30%	30%	30%

**Jaime Escalante Middle School
2018-2019**

Math STAAR Goals

	6th		7th		8th		Alg. 1		Math Department Goals		
	2018	2019	2018	2019	2018	2019	2018	2019	2017	2018	2019
	All	72%	82%	49%	60%	68%	80%	97%	100%	65%	65%
ELL	71%	81%	44%	54%	65%	75%	95%	100%	61%	62%	75%
SPED	25%	50%	30%	50%	18%	50%	NA	NA	24%	25%	50%
ECD	71%	81%	49%	60%	68%	80%	97%	100%	65%	65%	80%
Approaches	72%	82%	49%	60%	68%	80%	97%	100%	65%	65%	80%
Meets	33%	50%	16%	50%	30%	50%	71%	90%	29%	29%	50%
Masters	11%	30%	3%	30%	8%	30%	32%	70%	7%	9%	30%

Jaime Escalante Middle School

2018-2019

Reading STAAR Goals

	6th		7th		8th		Reading Department Goals	2018	2019
	2018	2019	2018	2019	2018	2019			
All	56%	75%	53%	75%	52%	75%	50%	54%	75%
ELL	52%	70%	46%	70%	47%	70%	41%	48%	70%
SPED	0%	50%	10%	50%	0%	50%	12%	4%	50%
ECD	54%	70%	51%	70%	53%	70%	49%	53%	70%
Approaches	56%	75%	53%	75%	52%	75%	50%	54%	75%
Meets	25%	50%	22%	50%	28%	50%	21%	27%	50%

Masters	11%	30%	17%	30%	15%	30%	8%	14%	30%
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**Jaime Escalante Middle School
2018-2019**

Writing STAAR Goals

	7th		ELA Department Goals	
	2018	2019	2017	2018
All	48%	75%	53%	48%
ELL	53%	75%	45%	41%
SPED	13%	50%	0%	5%
ECD	57%	80%	54%	46%
Approaches	48%	75%	53%	48%
				2019
				75%
				75%
				50%
				80%
				75%

Meets	23%	50%	27%	23%	50%
Masters	6%	30%	6%	6%	30%

**Jaime Escalante Middle School
2018-2019**

Science STAAR Goals

	6th (EOY)		7 th (EOY)		8th		Science Department Goals		
	2018	2019	2018	2019	2018	2019	2017	2018	
All	55%	75%	50%	75%	56%	85%	65%	56%	80%
ELL	46%	70%	34%	75%	52%	75%	56%	52%	75%
SPED	0%	50%	12%	50%	0%	50%	15%	0%	50%

ECD	53%	75%	48%	75%	57%	80%	63%	57%	80%
Approaches	55%	80%	50%	80%	57%	90%	63%	57%	85%
Meets	17%	50%	14%	50%	28%	50%	30%	28%	50%
Masters	10%	30%	9%	30%	13%	30%	8%	13%	30%

Jaime Escalante Middle School

2018-2019

Social Studies STAAR Goals

	6th (EOY)		7 th (EOY)		8th		Social Studies Department Goals		
	2018	2019	2018	2019	2018	2019	2017	2018	
All	72%	90%	58%	75%	56%	80%	48%	56%	85%

ELL	64%	85%	45%	70%	50%	70%	38%	50%	80%
SPED	6%	50%	11%	50%	50%	70%	23%	24%	65%
ECD	71%	90%	57%	75%	24%	50%	48%	56%	70%
Approaches	56%	70%	56%	70%	56%	80%	48%	56%	75%
Meets	22%	50%	22%	50%	22%	50%	16%	22%	50%
Masters	11%	30%	11%	30%	11%	30%	6%	11%	30%

STRATEGIES / ACTION STEPS	ALL STUDENTS %	LEP STUDENTS %	MIGRANT STUDENTS %	AT-RISK STUDENTS %	ECO. DISADV. STUDENTS %	SPECIAL NEEDS STUDENTS %
Work with students to bridge the gap between the campus percentage passing the state exam in Reading and the campus projection of 90%. Close the gap between each of the following subgroups and the ALL student groups.	6 th -59	6 th -47	6 th -41	6 th -35	6 th -54	6 TH - 24
	7 th - 55	7 th -42	7 th - 42	7 th -35	7 th -51	7 th - 23
	8 th -62	8 th -38	8 th - 52	8 th -49	8 th - 53	8 TH -26
Work with students to bridge the gap between the campus percentage passing the state exam in Math and the campus projection of 90%. Close the gap between each of the following subgroups and the ALL	6 th -72	6 th -44	6 th -51	6 th -45	6 th -71	6 TH -41

student group	7 th -56 8 th - 75	7 th -44 8 th -73	7 th -43 8 th -51	7 th -28 8 th -45	7 th -55 8 th -74	7 TH -41 8 TH -37
Work with students to bridge the gap between the campus percentage passing the state exam in Writing and the campus projection of 90%. Close the gap between each of the following subgroups and the ALL student group	7 th -50	7 th -36	7 th -57	7 th -30	7 th -57	7 TH - 18
Work with students to bridge the gap between the campus percentage passing the state exam in Social Studies and the campus projection of 90%. Close the gap between each of the following subgroups and the ALL student group	8 th -58	8 th -38	8 th -25	8 th -19	8 th - 24	8 TH -32
Work with students to bridge the gap between the campus percentage passing the state exam in Science and the campus projection of 90%. Close the gap between each of the following subgroups and the ALL student group	8 th -59	8 th - 52	8 th -42	8 th - 38	8 th - 57	8 TH -0

Telpas Yearly Progress Indicator %				Key Findings		Recommendations for Improvement	
COMPARISON SPRING 2017 TO SPRING 2018				Additional Support for Students			
Stayed Same	Moved Up 1 Level	Moved Up 2 Levels	Moved Up 3 Levels				
6 th - 71 7 th - 44 8 th - 60	6 th - 29 7 th - 50 8 th - 39	6 th - 0 7 th - 6 8 th - 1	6 th - 0 7 th - 0 8 th - 0	<p>STAAR For state accountability, JAIME ESCALANTE received the accountability rating of: MET STANDARD. JAIME ESCALANTE met all four indices: Domain 1: Student Achievement Domain 2: School Progress Domain 3: Closing the Gaps Domain 4: Postsecondary Readiness</p> <p>In general, Reading, Math, Writing, SS, and Science STAAR scores at our campus are in need of improvement. We need to decrease the learning gap between all student group and the ELL group. We did not meet any of the safeguards for state and federal accountability for the Current and Monitored ELL sub group. The campus is highly at risk of being identified as a Priority school if the achievement gap is not decreased.</p>		<p>Additional Support for Students</p> <ul style="list-style-type: none"> Differentiated instruction for students at their appropriate instructional level After school and in school tutorials and pullouts ESL program for students who qualify Home visits and parent contacts by phone Counseling services Gifted and Talented Program for students who qualify Special Education Program (Inclusion) for students who qualify Linguistic modifications for ELL's UIL Academic competitions Computer and Science Labs 	

JAJME ESCALANTE has been identified as a Focus school. The identification is based on the following:

- Title I school
- Ranked by the widest gaps between reading and math performance of federal student groups, (federal student groups include African American, White, Hispanic, English Language Learners (ELL), Special education, Economically Disadvantage and All Student Group).

Another key finding is that we have a low number of students meeting Meets and Masters Levels on state assessments. It is evident that we need to make adjustments to the instruction we provide to our students. It is necessary to raise the level of performance of all students at JAJME.

- Extended library hours
- Reading, Math, Science classes for ELL's
- Acceleration opportunities during Intervention Period
- Clubs and organizations

Staff Development

JAJME will continue to provide ongoing staff development on CIF, curriculum, planning collaboratively and intentionally, assessing frequently, and creating individual intervention plans for all students. We need to align between what is taught and what is tested by using Lead4ward resources. All teachers will attend the Dana Center sessions to enhance knowledge of the depth and complexity of the TEKS. Teachers will integrate the ELPs, Sheltered Instruction, Differentiated Instruction and Data Driven Instruction strategies, processes and protocols.

Data Driven Instruction

Students who have been unsuccessful are identified early and provided targeted intervention opportunities. The campus uses DMAC to disaggregate the data. That data is used by classroom teachers, coordinators, strategists, and administrators to address the needs of individual students. Our teachers analyze all Assessments and student expectations at a deeper level, and plan instruction that aligns with data.

CJF

Internal strategist will continue to support our teachers through coaching and mentoring. Administration will monitor and evaluate all instructional programs. Administrations will make ten walkthroughs per week and provide timely feedback to teachers. Administration will continue to be the instructional leaders of the school.

Texas Accountability Intervention System (TAIS)

JAJME is required to engage in the Texas Accountability Intervention System (TAIS) because of low performance in the state accountability system; not meeting any of the system safeguards for the ELL group. We have established a leadership team to develop, implement, and monitor a targeted improvement plan. The team determined student interventions and support services and ways to monitor student performance.

TELPAS COMPOSITE SCORES %

	BEGINNING	INTERMEDIATE	ADVANCED	ADVANCED HIGH
6 TH	7	22	41	29
7 TH	8	26	40	24
8 TH	5	18	46	30

TELPAS

Results indicate that a high percentage of our ELL students are not progressing; the students are staying at the same level. In 6th grade, almost half of the students fall in the Advanced category; in 7th grade, 40 % were rated Advanced and in 8th grade 46% were Advanced. Nonetheless, considerable numbers of students are in the beginning and intermediate categories. In 6th 71% of ELL's did not make progress, in 7th grade 50% moved up one proficiency level, and in 8th, 60% stayed the same.

SYSTEM SAFEGUARDS

Results show that JAJME ESCALANTE Middle School did not meet

Staff development and instruction will focus on meeting the needs of ELL's to ensure that they meet the System Safeguards and make

2018 SYSTEM SAFEGUARDS

Reading	Math	Writing	Science	Soc Studies
ELL 26%	SpED 38%	All Students 46%	All Students 42%	All Students 32%
	ELL 34%	Hispanic 46%	Hispanic 36%	Hispanic 28%
		ECD 45%	ECD 41%	ECD 31%
		ELL 17%	ELL 25%	ELL 10%

System Safeguards for All students, Hispanics, Econ Disadv, SPED and missed all safeguards for ELL's in the areas of Writing, Science and Social Studies for state accountability. For the federal accountability targets, JAIME ESCALANTE did not meet safeguards for All Students, Hispanics, Econ Disadv, and missed all safeguards for ELL's in the areas of Math and Reading. Overall, JAIME ESCALANTE met 16/32 system safeguards. Our campus is highly at risk of not meeting standard for this year.

Accountability STANDARD	Rating:	MET	Distinction Designations
Student Achievement-56% Target: 55%			Academic Achievement in Reading/ELA
Student Progress-34% Target: 28%			Academic Achievement in Mathematics
Closing the Performance Gap-28% Target: 27%			
Postsecondary Readiness-16% Target: 13%			

adequate progress towards Phase 1 goals. Campus staff will evaluate the expectations for student achievement so that 100% of students meet Phase in 1 for 2014-2015:

	ELA	MATH	WTG	SCI	SS
6 th	1504	1509			
7 th	1556	1551	3500		
8 th	1575	1583		3500	3500

Staff development will be meaningful, intentional, and research based. Staff will participate in all District initiatives: CIF, New Teacher Institute, Dana Center, Curriculum Writing, 1 station, Think Through Math, TIF grant, CLC's, core team meetings. We will continue meeting with Mrs. Irma Duran to assist us in creating the TAIS plan and implement interventions. Staff will be evaluated using McRel.

[JAIME ESCALANTE-ACCT Improvement Plan_14.xlsx](#)

Highly Qualified Staff Survey

100% of the core subject teachers are highly qualified.

JAIME ESCALANTE Middle School will continue their efforts to hire highly qualified staff, provide quality staff development, and assist uncertified teachers to become certified. Our campus will provide varied Professional Development opportunities. The District provides academic coordinators / support specialists in the areas of Math, ELA, Science, and SS. Additionally, new hires are supported through the New Teacher Institute. Teachers share common planning times for departments and grade levels.

Parental Involvement Survey

Results indicate that parents are highly interested in having the District provide computer literacy classes and classes regarding health issues. Parents prefer to meet in the morning. Results also indicate parents are interested in a variety of topics to include as part of the meetings. Survey response was minimal. There is a breakdown in communication with our parents. This is partly because there is an attempt to call parents but there is either no answer or the number is out of service.

JAIME ESCALANTE Middle School will encourage staff to find effective ways to communicate with parents and to increase parent participation in the educational process. JAIME ESCALANTE will offer parental involvement activities in our community, not just at school and will offer parent activities that involve students and the community. Staff will increase number of home visits and participate in a community walk. Parent educator will hold PAC meetings and continually strive to increase the number of parents actively participating in their son/daughter's education.

Facilities

Results indicate our campus is in great condition. Our facility has been in operation for three years.

Our school has been in operating in this new facility for three years. Our school is new and it is well maintained. Nonetheless, we strive to maintain and operate at optimal levels of efficiency. Our campus will benefit greatly from the purchase of scantrons, new copy machines, printers and IPADS, laptops, Promethean boards, and clickers to continue providing a quality education for all students.

Student Transportation (Buses)	The need for buses is met by the District annually	Continue the District's bus drivers training and competitive salary policy.
Staff Development	Staff development activities currently address all areas.	All training will be reviewed to determine which ones are having a positive impact on student achievement. Monitoring of teacher implementation of learned and coaching strategies should be monitored by the CIF coaches.
Site-Based Decision-Making Survey	Results indicate that school staff is satisfied with the site-based decision-making process on their campus, as well as with decisions being made regarding budget, curriculum and instruction, and staff development.	The District needs to emphasize the importance of participation in the decision-making process, and require campuses to train new staff members in the process.

**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
CAMPUS IMPROVEMENT PLAN FOR
JAIME ESCALANTE MIDDLE SCHOOL
2018-2019**

GOAL AREA: ALL CONTENT AREAS

FIVE YEAR GOAL: By May 2024, 90% of all students will demonstrate mastery of STAAR and TELPAS performance expectations in all tested areas.

ONE YEAR OBJECTIVE: By May 2019, JEMS will have increased the necessary percentage points in ALL CONTENT AREAS for all student groups to Meet and Exceed Progress.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation	RESOURCES NEEDED		SPECIAL POP(S)	TIMELINE	EVALUATION
		FTE'S Source	Resources Budget			
All teachers will implement: <ul style="list-style-type: none"> Sheltered Instruction Thinking Maps 	Teachers	Administration	Staff	ELL's	August 2018 May 2019	Scores Classroom
			Development	199		

<ul style="list-style-type: none"> ● Common Instructional Framework ● Dual Language Strategies ● Differentiated Instruction ● TEKS/ELPS ● Collaborative planning ● Tutoring ● Data Driven Instruction ● AR Program ● Create targeted student lists for tutoring and pullouts ● Language and Content Objectives ● Build Academic Vocabulary ● Word Walls ● Daily Dictionary Use 		<p>Building Academic Vocabulary by Marzano Twelve Powerful Words DMAC</p>	211		<p>Observations Lesson Plans Student work</p>
<p>Administer frequent and multiple assessments to measure growth and inform instruction-adjust lesson plans accordingly</p>	<p>Administration Coordinators</p>	<p>DMAC Common Planning Time Item Banks</p>	<p>199 166 211</p>	<p>ELL's</p>	<p>Scores Tracking forms</p>
<p>Conduct frequent data- disaggregation to identify targets, set well defined measurable goals and customize lesson plans. Analyze performance by student expectations for ELL's, Sped's and All Student group.</p>	<p>Administration</p>	<p>DMAC Lead4Ward</p>	<p>199 166 211</p>	<p>Migrants Special Ed ELL's</p>	<p>Scores Item Analysis Lesson Plans Data Binders</p>
<p>Collaboratively plan lessons, implement TEKS/ELPS, align curriculum, and develop common assessments</p>	<p>Administration Dept. Chairs</p>	<p>Common Planning Time DMAC Lead4Ward Field Guides Curriculum</p>	<p>199 166 211</p>	<p>All Students</p>	<p>Sign in Sheets Agendas Minutes Lesson Plans Classroom observations Assessment scores</p>

<p>Pay for maintenance fees and supplies for printers, copiers,, poster maker, ID machine, scanners, digital cameras, IPADS, MIMEOs, and tape recorders for Spanish AP course</p> <p><u>School Redesign Program Grant (RDP)</u> For the 2017 - 2019 school years, Jaime Escalante will establish and implement a Turnaround grant that will Redesign Curricular approaches for all content areas with a focus on literacy and STEM with the aid of a School redesign partner.</p>	<p>Administration</p>	<p>Administration School Redesign Director</p>	<p>Equipment</p>	<p>199 166 211</p>	<p>All students</p>	<p>As needed</p>	<p>Timelines Curriculum maps Copies Pictures -website Posters ID's</p>
<p>Office, Supplies, Computers, Printers and Phones</p>	<p>211</p>	<p>All Students with a Phase in the 6th Grade Cohorts</p>	<p>As needed</p>	<p>EDGAR OOED</p>			

Special Groups (E= Economically Disadv. AA= African American; H= Hispanic; W= White; M= Migrant; LEP= Limited English Proficient;; SE= Special Education; GT= Gifted and Talented; and AR= At-Risk)

**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
 CAMPUS IMPROVEMENT PLAN FOR
 JAIME ESCALANTE MIDDLE SCHOOL
 2018-2019**

GOAL AREA: ALL CONTENT AREAS

FIVE YEAR GOAL: By May 2024, 90% of all students will achieve Masters Performance Standard having shown mastery of STAAR /TELPAS objectives and expectations in all content areas.

ONE YEAR OBJECTIVE: By May 2019, JEMS will have increased the necessary percentage points in ALL CONTENT AREAS for all student groups to Meet and Exceed Progress.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
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Develop, implement and monitor TAIS plan, blueprint and roadmap for professional development.	All Staff	Administration Leadership Team CLF's, CLL	TAIS Plan	199 166 211	ELL SPED	August-Sept	Scores Decreased achievement gap between the All Group and ELL's
Provide tutoring, computer assisted instruction, STAAR Academics. Provide instructional supplies, materials, transportation, and snacks for students.	Teachers	Administration	Transportation for students Curriculum Resources	199 166 211	Low achieving students	September	Scores Report cards
Promote the education of students with disabilities with their non-disabled peers in the general education environment providing services, accommodations, and modifications as per IEP.	Teachers	Administration Co teachers	Strategies Modified and accommodated resources	199 166 211	Special Ed	Daily instruction	Achievement Lesson Plans
Continue to implement 504 and RTI policies procedures and modifications	All Teachers 504 committee	Administration	IAP's	199 166 211	504 and RTI students	Daily	Observations Lesson Plans Student Achievement
Integrate technology into all aspects of instruction to enhance student achievement and college readiness.(printers, copiers, data projectors, laptops, poster maker MIMEO's, IPAD 2's document readers.	Administration All Teachers I	Administration	Technological Tools	199 166 211	All Students	All lessons	Observations Lesson Plans Achievement Lesson plans

Offer Dual Language courses	Dual Language Teachers	Administration	Dual Language Curriculum and materials	199 166 211	Dual Language Cohort	Daily	Observations Lesson Plans Achievement
Offer -AP courses in Spanish	AP Teachers	Administration	AP Curriculum-College Board Conference Dates	199 166 211	Dual Language Students All students	One class per school year As needed	Observations Lesson Plans Achievement AP Test Results Scores Training sign in Training agendas
Provide opportunities for all staff to attend conferences and professional development sessions in order to build capacity, improve achievement, and keep abreast of changes in testing, curriculum and other educational research.	Teachers Administration CLF's CLL RDP Staff	Administration					

Implement STAAR Academies.	Teams	Administration Team Leaders	DMAC Released Tests	199 166 211	At risk ELL Migrant Failures	January 2019- April 2019	STAAR and TELPAS Scores
Reward students for passing benchmarks (prizes, pizza, movies, dances, no uniform) and posting accomplishments on teacher's webpage: Perfect Attendance, Honor Roll, Student of the Six Weeks etc.-follow our monthly calendar of activities and incentives	Teams	Administration Team Leaders	Incentives	Title I, Local	All Students	December 2018- May 2019	Honor Roll Lists Perfect Attendance
Incorporate Common Instructional Framework and continue with coaching and mentoring.	Teachers CIF Strategist	Dept. Chairs, Administration	Planning Time Staff development	Title 1 Local	ELLS M1,M2 Recent Immigrants Students reading below grade level		STAAR/TELPAS scores AR
Track student progress to improve performance.	All Teachers	Administration Dept. Chairs	Planning Time Staff development DMAC	Title 1 Local	At Risk Bottom 25%		STAAR/TELPAS Grades Data Binder
Inform parents of students' progress	Teachers Admin Counselors	Administration Team Leaders	Planning Time	Local Title 1	IPR Failures Report Card Failures		STAAR/TELPAS Grade Formative Benchmarks
Administration will continue to measure progress and implementation of all interventions	Administration	Administration	CIP TAIS	199 166	ELL's		STAAR/ TELPAS scores

Identify Student Learning Objectives, administer pre and post assessment	All teachers	Administration CLF's CLL	DMAC Data Management System	211 199 166 211	All students	STAAR/TELPAS
Provide spiral activities on data driven instruction-3 focus SE's	All teachers	Administration	DMAC	199 166 211	ELL's	STAAR/TELPAS
Support struggling teachers	Administration CLL CLF's CIF Strategist New Teacher Mentor New Teacher Institute Content Coordinators	Administration	Curriculum	199 166 211	ELL's Sped	Observations Data Binder Lesson Plans
Schedule inter classroom visitations	Teachers	Administration	Schedule		All students	Observations Lesson plans Scores

Special Groups (E= Economically Disadv.; AA= African American; H= Hispanic; W= White; M= Migrant; LEP= Limited English Proficient;; SE= Special Education; GT= Gifted and Talented; and AR= At-Risk)

PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT

**CAMPUS IMPROVEMENT PLAN FOR
JAIME ESCALANTE MIDDLE SCHOOL
2018-2019**

GOAL AREA: ENGLISH LANGUAGE ARTS

FIVE YEAR GOAL: By May 2024 90% of all students will demonstrate mastery of STAAR/TELPAS performance expectations in English Language Arts.

ONE YEAR OBJECTIVE: By May 2019, JEMS will have increased the necessary percentage points in ENGLISH LANGUAGE ARTS for all student groups to Meet and Exceed Progress.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
Disaggregation data from varied sources	Teachers	DMAC	ELL'S SPED	8/18 – 4/19	Data Binder Lesson plans
Provide spiral activities during intervention period. flexible grouping accelerated grouping peer tutoring corrective reading	Teachers	Read180, thinking maps, DMAC Focus SE's STAAR Prep materials SLO's sirius wkbk 6-8 novels Corrective Reading	ELL's	8/18 – 7/19	STAAR/TELPAS

Special Groups (E= Economically Disadv.; AA= African American; H= Hispanic; W= White; M= Migrant; LEP= Limited English Proficient;; SE= Special Education; GT= Gifted and Talented; and AR= At-Risk)

**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
 CAMPUS IMPROVEMENT PLAN FOR
 JAIME ESCALANTE MIDDLE SCHOOL
 2018-2019**

GOAL AREA: ENGLISH LANGUAGE ARTS

FIVE YEAR GOAL: By May 2024, 90% of all students will demonstrate mastery of STAAR/TELPAS performance expectations in English Language Arts

ONE YEAR OBJECTIVE: By May 2019, JEMS will have increased the necessary percentage points in ENGLISH LANGUAGE ARTS for all student groups to Meet and Exceed Progress.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE		RESOURCES NEEDED	SPECIAL POP(S)	TIMELINE	EVALUATION
	Implementation	Monitoring				
Use STAAR data and benchmarks to evaluate student progress. Plan collaboratively	ELA Teachers	Administration	DMAC	All Students	Every three weeks	STAAR TELPAS Grades
	ELA Teachers	Administration	Lead4Ward Curriculum Guide Glencoe Read 180 goal chart	ELL's	Daily	STAAR TELPAS Lesson Plans

Special Groups (E= Economically Disadv.; AA= African American; H= Hispanic; W= White; M= Migrant; LEP= Limited English Proficient;; SE= Special Education; GT= Gifted and Talented; and AR= At-Risk)

**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
 CAMPUS IMPROVEMENT PLAN FOR
 JAIME ESCALANTE MIDDLE SCHOOL
 2018-2019**

GOAL AREA: ENGLISH LANGUAGE ARTS

FIVE YEAR GOAL: By May 2022, 90% of all students will demonstrate mastery of STAAR/TELPAS performance expectations in English Language Arts

ONE YEAR OBJECTIVE: By May 2018, JEMS will have increased necessary percentage points in ENGLISH LANGUAGE ARTS for all student groups to Meet and Exceed Progress.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation	PERSON(S) RESPONSIBLE Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
Collaborate to articulate lessons which deliver differentiated instruction	Teachers Administration	Administration	Curriculum Student Work DMAC Lesson Plans Title I SCE Local	Struggling readers and writers	8/18-5/19 Planning conferences	STAAR TELPAS Lesson Plans

**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
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 JAIME ESCALANTE MIDDLE SCHOOL
 2018-2019**

GOAL: ENGLISH LANGUAGE ARTS

FIVE YEAR GOAL: By May 2024, 90% of all students will demonstrate mastery of STAAR/TELPAS performance expectations in English Language Arts

ONE YEAR OBJECTIVE: By May 2019, JEMS will have increased necessary percentage points in ENGLISH LANGUAGE ARTS for all student groups to Meet and Exceed Progress

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation Monitoring	RESOURCES NEEDED FTE'S Resources Source	BUDGET	SPECIAL POP(S)	TIMELINE	EVALUATION

<p>Use varied reading strategies Read 180</p> <p>Conduct teacher/parent conferences to discuss-how to help the student meet standard</p> <p>Provide tutoring for targeted groups to meet system safeguards</p> <p>Provide in-service opportunities for teachers on improving and strengthening teaching skills</p>	<p>Teachers</p> <p>Teachers</p> <p>Teachers</p> <p>Teachers</p>	<p>Administration</p> <p>Administration</p> <p>Administration</p> <p>Administration</p>	<p>Professional Dev ELPS, Sheltered Instruction student workbook</p> <p>Appointments DMAC CSR's CLCs</p> <p>Student Lists TEA ratings</p> <p>ESC 1 Consultants District PD calendar</p>	<p>199 166 211</p> <p>199 166 211</p> <p>199 166 211</p> <p>199 166 211</p>	<p>ELL's</p> <p>ELL'S</p> <p>At Risk</p> <p>ELL's</p>	<p>Daily</p> <p>Twice during the year</p> <p>Twice a week</p> <p>Ongoing CLC's</p>	<p>Lesson Plans STAAR/TELPAS Observations</p> <p>Conference Logs</p> <p>Sign in sheets</p> <p>Agendas Sign in sheets</p>
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**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
 CAMPUS IMPROVEMENT PLAN FOR
 JAIME ESCALANTE MIDDLE SCHOOL
 2018-2019**

GOAL AREA: MATH

FIVE YEAR GOAL: By May 2024, 90% of all students will demonstrate mastery of STAAR/TELPAS performance expectations in MATH.

ONE YEAR OBJECTIVE: By May 2019, JEMS will have increased necessary percentage points in MATH for all student groups to Meet and Exceed Progress.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation	PERSON(S) RESPONSIBLE Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
Lesson Plans including: Hands –on activities, Calculator activities, Manipulatives, and Real-life problem solving activities, differentiated instruction	Math Teachers	Administration	Calculators, Connected Math, Teksing United Streaming, flashcards, Mini-lessons, math glossary, Vasquez Dictionary, EM, SS, TTM, Agile mminds	All Subgroups	August 2018-2019	STAAR Benchmarks, weekly and unit assessments
Provide in-service opportunities for teachers on improving and strengthening teaching skills, strategies, building academic vocabulary, data driven instruction	Teachers Dept Chairs CLF's	Math Dept. Head Administration	Timeline, Lesson Plans, IPAD, Thesaurus, Libro de sinonimos,CAMT ,Math, Math Kit, Teksing, Region IV resources, Kamico, Green Apples,Measuring Up	ALL students	ongoing	STAAR Benchmarks, Report Cards
Share different math strategies and STAAR techniques during planning, make it purposeful and intentional.	Math Teachers	Dept. Administration		ELL, SPED	Daily collaboration	Observations Lesson Plans

Math tutoring program for targeted groups tutorials and pullouts	Teachers	Dept. Head Administration	Lesson plans Curriculum guides Lead4Ward DMAC	199 166 211			Action Plans Lesson Plans
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Special Groups (E= Economically Disadv., AA= African American; H= Hispanic; W= White; M= Migrant; LEP= Limited English Proficient;; SE= Special Education; GT= Gifted and Talented; and AR= At-Risk)

**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
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 2018-2019**

GOAL AREA: MATH

FIVE YEAR GOAL: By May 2024, 90% of all students will demonstrate mastery of STAAR/TELPAS performance expectations in MATH.

ONE YEAR OBJECTIVE: By May 2019, JEMS will have increased necessary percentage points in MATH for all student groups to Meet and Exceed Progress.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE		RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
	Implementation	Monitoring				
Implement new math TEKS, CIF, sheltered instruction & coordinate resources and materials	Math Teachers Math Core Team CIF CIF consultant Bertha Cantu	Dept. Administration Head Administration	TEKs, United Streaming Prentice Hall Region IV res.	Subgroups in need	August 2018	Three and Six Weeks Exams Benchmarks
Emphasize all TEKS strands and student expectations grouped into units	Math Teachers	Administration	Region IV res.	All Subgroups	Daily	Lesson Plans
Review basics prior to beginning or ending lesson via: Drill and practice and creating word and multi-step problems to reinforce arithmetic concepts	Math Teachers	Administration Department Head	Enrich. STAAR materials, Computation Tests, STAAR Curriculum Mini-Lessons	ELLs Migrants Spec. Ed AT risk GT	Warm Ups at beginning of period	STAAR/TELPAS EOC Algebra

<p>Encourage all students to get involved with UIL Math, Destination. Imagination, Math Counts, and other competitions. And school related activities</p> <p>Vary teaching strategies: Journal Writings, Sheltered Instruction, Thinking Maps, ELPS, CIF, Differentiated Instruction, Accommodations</p> <p>Offer Algebra I and Geometry for accelerated 7th & 8th students</p> <p>Migrant Tutoring</p> <p>Implement STEM class</p>	<p>Math Teachers</p> <p>Math Teachers</p> <p>Alg/Geometry Teacher</p> <p>Migrant Math Teacher</p> <p>STEM Teacher</p>	<p>Administration</p> <p>Administration</p> <p>Administration</p> <p>Administration</p> <p>Administration</p>		<p>TT math</p> <p>UIL Schedule 6 weeks exams</p> <p>ELPS Thinking Maps IEP's</p> <p>Curriculum</p> <p>GO Math</p> <p>STEM Curriculum</p>	<p>199 166 211</p> <p>199 166 211</p> <p>199 166 211</p> <p>199 166 211</p> <p>199 166 211</p> <p>199 166 211</p>	<p>All Students</p> <p>ELL's SPED</p> <p>High Achieving students</p> <p>Migrants</p> <p>All Students</p>	<p>August -Sept 2019</p> <p>All year</p> <p>Pullouts Daily</p> <p>Semester course</p>	<p>Number of students participating</p> <p>Algebra EOC scores Lesson Plans Observations</p> <p>STAAR/TELPAS</p> <p>STAAR/TELPAS</p>
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**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
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 2018-2019**

GOAL AREA: SOCIAL STUDIES

FIVE YEAR GOAL: By May 2022, 90% of all students will demonstrate mastery of STAAR/TELPAS performance expectations in SOCIAL STUDIES.

ONE YEAR OBJECTIVE: By May 2019, JEMS will have increased necessary percentage points in SOCIAL STUDIES for all student groups to Meet and Exceed Progress.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATI ON
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Implement Jarrett Book, Primary source reader, Primary Sources, History Alive, San Jacinto Museum of Texas curriculum guide.	Teachers	Coordinator Admin. Dept. Chair Dean	TEKS STAAR Blueprints	199 166 211	All Students	August 2018- May 2019	STAAR/ TELPAS Lesson Plans Observations
Incorporate Thinking Maps, foldables, sheltered instruction, ELPS, and TEKS	SS Teachers	Admin	ELPS TM TEKS	199 166 211	ELL'S	Daily Instruction	Lesson plans observations
Incorporate CIF	SS Teachers	Admin.	CIF Protocol		All students	August 2018- May 2019	Lesson plans observations
Purchase supplemental reading materials for SS department <ul style="list-style-type: none"> ● Primary source readers ● Pull Down Maps ● Jarrett books ● Reading Essentials (6-7) 	SS Teachers	Admin.	Primary Source Readers newspaper, magazines	199 166 211	All Students	September 2018	Report cards Unit Tests scores BM scores
Using Interactive Student Notebooks	Teachers	Coordinators Admin.	Composition	T1	ELL's Sped	August 2018- May 2019	Istation Reports Formative Summative assessments
Provide afterschool and Saturday tutoring for targeted groups to meet system safeguards	Teachers	Admin Dept. Chair CLF's	Journals ISN's Primary source readers Istation Jarrett books	199 166 211	ELL's	January 2018- April 2019	Scores

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GOAL AREA: SOCIAL STUDIES

FIVE YEAR GOAL: By May 2024, 90% of all students will demonstrate mastery of STAAR/TELPAS performance expectations in SOCIAL STUDIES.

ONE YEAR OBJECTIVE: By May 2019, JEMS will have increased necessary percentage points in SOCIAL STUDIES for all student groups to Meet and Exceed Progress.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
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<p>Develop grade level assessments and Student Learning Objectives, pre assessment, and post assessment</p>	<p>Teachers</p>	<p>Coordinators Admin Dept. Chair CLL, CLF'S</p>	<p>DMAC District created assessments Data Management System</p>	<p>Title I SCE Local</p>	<p>All Students</p>	<p>Every 6 weeks</p>	<p>Lesson Plans Six weeks test scores</p>
<p>Seek Professional Development opportunities and attend conferences to improve quality of instruction</p> <ul style="list-style-type: none"> ● Middle school conferences ● Social Studies conferences ● Region one conferences ● Technology conferences ● Local District training/conferences 	<p>SS Teachers</p>	<p>Coordinators Admin, Dept. Chair, CLL, CLF</p>	<p>Conference information</p>	<p>199 166 211</p>	<p>ELL's</p>	<p>One conference per year</p>	<p>STAAR/TELPAS Lesson plans Report cards Observations</p>
<p>Integrate the use of MIMEO's, United Streaming, IPAD 2's, Ignite, Brain Pop, Laptops, Videos: History Channels "America, the Story of Us," The Alamo; John Adams (HBO), Story of us</p>	<p>SS Teachers</p>	<p>Admin</p>	<p>Technological Tools CIT</p>	<p>Title I SCE Local</p>	<p>ALL students</p>	<p>August 2018- May 2019</p>	<p>STAAR/TELPAS SS Benchmarks Unit Tests</p>
<p>STAAR Academies focusing on targeted groups</p>	<p>Teachers</p>	<p>Admin</p>	<p>Released Tests Test Prep Materials DMAC</p>	<p>199 166 211</p>	<p>ELL's</p>	<p>January- April 2018</p>	<p>Lesson Plans STAAR/TELPAS Benchmarks</p>
<p>Provide Dual Language SS course</p>	<p>DL teachers</p>	<p>Admin</p>	<p>DL curriculum</p>	<p>199 166 211</p>	<p>Dual Lang. Cohort</p>	<p>Lesson Plans Observations</p>	

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GOA AREA: SCIENCE

FIVE YEAR GOAL: By May 2024, 90% of all students will demonstrate mastery of STAAR/TELPAS performance expectations in SCIENCE.

ONE YEAR OBJECTIVE: By May 2019, JEMS will have increased necessary percentage points in SCIENCE for all student groups to Meet and Exceed Progress.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
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Reinforce writing through lab reports, essays, academic journal prompts, Writing to Learn and the use of the interactive journal	Teachers	Administration Dept. Chair	CIF	Title I SCE Local	ELL's, SPED, Masters students	Daily	STAAR/TELPAS Benchmarks
Provide after school and Saturday tutoring for targeted groups to meet system safeguards	Teachers	Administration Dept. Chair	Released Tests Test Prep Materials Edusmart Motivation Sci Gateway	199 166 211	ELL's, SPED, Master students	weekly	Report Cards, CBA's, Benchmarks, STAAR, TELPAS
STAAR Academies focusing on targeted groups to meet system safeguards	Teachers	Administration Dept. Chair	Test Prep Materials	199 166 211	All Students	April-May 2011	STAAR/ TELPAS Benchmarks

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GOAL AREA: SCIENCE

FIVE YEAR GOAL: By May 2024, 90% of all students will demonstrate mastery of STAAR/TELPAS performance expectations in SCIENCE.

ONE YEAR OBJECTIVE: By May 2019, JEMS will have increased necessary percentage points in SCIENCE for all student groups to Meet and Exceed Progress.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation	PERSON(S) RESPONSIBLE Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
Use practice materials correlated to TEKS, ELPS, and STAAR.	Teachers	Coordinators Administration Dept Chair	STAAR Coach Motivation Science Gateway Books (8 th)	Students failing benchmarks	August 2018 – May 2019	Benchmarks, Report Cards, STAAR /TELPAS
Utilize technology through United Streaming, Internet, HESTEC, Virtual and hands-on labs, Science Fusion, document readers, wireless laptops and other technological tools, MIMEOS, kahoot, plickers, Edusmart, study island	Science Teachers	Administration Dept Chair	Transportation Technology resources, Personal computers	All students	May 2019	Lesson plans Report Cards, assessments , STAAR TELPAS

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PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT

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JAIME ESCALANTE MIDDLE SCHOOL
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GOAL AREA: SCIENCE

FIVE YEAR GOAL: By May 2024, 90% of all students will demonstrate mastery of STAAR/TELPAS performance expectations in Science

ONE YEAR OBJECTIVE: By May 2019, JEMS will have increased necessary percentage points in SCIENCE for all student groups to Meet and Exceed Progress.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation	PERSON(S) RESPONSIBLE Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
Provide in-service opportunities for teachers: Estero Grande, Bentsen Park, Santa Ana, Nava Butterfly Garden World Birding Center Challenger Learning Center Beach Clean Up Coastal Lab HESTEC Valley Nature Center Frontera Audubon Regional Bio-Tech RGV Science Association Conference CAST conference	Science Teachers	Administration Dept Head	Assessments Timelines Region One	ELL'S, SPED, master students	August 2018- May 2019	Report Cards, Six Weeks, assessments results, CBA results, STAAR, TELPAS

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GOAL AREA:

HIGHLY QUALIFIED TEACHERS

FIVE YEAR GOAL AREA:

By May 2024, 100% of teachers will be highly qualified and 100% of classes will be taught by a **Highly Qualified Teacher**

ONE YEAR OBJECTIVE:

By May 2019, 100% of classes will be taught by highly qualified teachers.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE		RESOURCES NEEDED		SPECIAL POP(S)	TIMELINE	EVALUATION
	Implementation	Monitoring	FTE'S	Budget Source			
Review current staff HQ certifications and discuss staff changes if needed to best address the needs of our students; Analyze certification data to ensure that all teachers meet highly qualified status as defined in ESSA.	Principal Teachers	Administratio n	Internet Access	199 166 211	Low achieving students	September 2018	SBEC
Actively recruit quality teachers who already meet HQ standards when positions become available.	PSJA ISD Human Resource Dept Principal	Central Office Administratio n	Advertisements	199 166 211	Unmotivated students	As vacancies arise	New hires are able to provide quality instruction and meet the needs of all learners
Conduct recruitment activities to ensure highly qualified personnel in all positions.	PSJA ISD Human		Internet Access Advertisements	199	All Students	Ongoing as	Teachers hired

<p>Job fairs, postings in multiple sites/ organizations and maintain active website.</p>	<p>Resource Dept Admin.</p>	<p>Central Office Administration</p>	<p>District coaches and mentors</p>	<p>166 211</p>	<p>ELL's Migrant GT Spec Ed At Risk</p>	<p>vacancies are anticipated August 2018</p>	<p>Observations Lesson Plans</p>
<p>Establish teacher coaching/mentoring program ; provide teachers in need of assistance</p>	<p>CIF Strategist Admin NTI</p>	<p>Central Office Administration</p>	<p>TOT Mentors Region One</p>	<p>Grant</p>	<p>ELL's Migrant GT Spec Ed At Risk</p>	<p>Ongoing</p>	<p>observations Student Work Lesson Plans Teacher conferences STAAAR/TELPAS, 6 wks. tests Report Cards, IPR, Referrals</p>
<p>Provide high quality staff development in areas of need.</p>	<p>PSJA ISD Region One Administration CLF'S, CLL</p>	<p>Administration</p>	<p>211</p>	<p>211</p>	<p>ELL's Migrant GT Spec Ed At Risk</p>	<p>Ongoing</p>	<p>observations Student Work Lesson Plans Teacher conferences STAAAR/TELPAS, 6 wks. tests Report Cards, IPR, Referrals</p>
<p>Classroom Management TEKS, ELPS, STAAAR/TELPAS, Sheltered Instruction Thinking Maps ARD Accommodations Sexual Harassment Bullying Campus Discipline Plan GT Certification Encourage ESL Certification Common Instructional Framework, CIF Lesson Planning Curriculum Alignment Sheltered Instruction Differentiated Instruction Language and Content Objectives Data Driven Instruction TAIS PD Blueprint and Roadmap</p>	<p>PSJA ISD Region One Administration CLF'S, CLL</p>	<p>Administration</p>	<p>TOT Mentors Region One</p>	<p>211</p>	<p>ELL's Migrant GT Spec Ed At Risk</p>	<p>Ongoing</p>	<p>observations Student Work Lesson Plans Teacher conferences STAAAR/TELPAS, 6 wks. tests Report Cards, IPR, Referrals</p>

Special Groups (E= Economically Disadv.; AA= African American; H= Hispanic; W= White; M= Migrant; LEP= Limited English Proficient;; SE= Special Education; GT= Gifted and Talented; and AR= At-Risk)

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GOAL AREA:

POSITIVE SCHOOL CLIMATE

FIVE YEAR GOAL AREA:

By May 2024, JEMS will promote and maintain a **POSITIVE SCHOOL CLIMATE** conducive to learning.

ONE YEAR OBJECTIVE:

By May 2019, JEMS will increase school morale and establish a positive school climate through recognition, support, and respect for all.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation	PERSON(S) RESPONSIBLE Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
<p>Encourage, reward and celebrate student success:</p> <ul style="list-style-type: none"> ● Schedule and organize recognition events for student's good behavior, attendance and honor roll ● Recognize students with perfect attendance - dances ● Recognize students in all areas with an Annual Awards Assembly ● Reward students passing benchmarks – "free style" (no uniform), electronic days, pizza party, in house parades 	<p>Administration Teams, UIL sponsors, Counselors, Librarians</p>	<p>Administration</p>	<p>Food, Prizes, 199 Field Trips, 166 Certificates, 211 Trophies</p>	<p>ELL's Sped</p>	<p>August 2018- May 2019</p>	<p>Parent and Student urveys, Improved student achievement, attendance, Discipline Reports</p>

Special Groups (E= Economically Disadv.; AA= African American; H= Hispanic; W= White; M= Migrant; LEP= Limited English Proficient;; SE= Special Education; GT= Gifted and Talented; and AR= At-Risk)

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GOAL AREA:

POSITIVE SCHOOL CLIMATE

FIVE YEAR GOAL AREA:

By May 2024, JEMS will promote and maintain a **POSITIVE SCHOOL CLIMATE** conducive to learning.

ONE YEAR OBJECTIVE:

By May 2019, JEMS will increase school morale and establish a positive school climate through recognition, support, and respect for all.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation	PERSON(S) RESPONSIBLE Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
<p>CAMPUS (Teacher Recognition)</p> <ul style="list-style-type: none"> ● Support System through teaming ● Celebrate special occasions for staff members; Teacher Appreciation week, Para's day, Support staff day, counselor's day, diagnostician's day, nurse's day, secretary's day, Christmas/ May luncheons, "Welcome Back" Breakfast ● Recognize teachers for years of service ● Recognize teachers who sponsor clubs/organizations ● Recognize content teachers(6 weeks), Team Leaders, Department Chairs 	Administration Teachers Staff	Administration	Funds for Supp. Tokens of Appr., Certificates, Food, Service Awards, Stress Relief Activities Catalog ItJEMS Certificates		August 2018 May 2019	Awards Retention of qualified Staff Observations McRel, STAAR Teacher attendance Staff attendance

Special Groups (E= Economically Disadv.; AA= African American; H= Hispanic; W= White; M= Migrant; LEP= Limited English Proficient;; SE= Special Education; GT= Gifted and Talented; and AR= At-Risk)

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GOAL AREA: INSTRUCTIONAL TECHNOLOGY

FIVE YEAR GOAL AREA: By May 2024, JEMS will provide all students equitable access and the opportunity to acquire the technological knowledge and skills necessary to compete in a global economy through the effective implementation of **INSTRUCTIONAL TECHNOLOGY**.

ONE YEAR OBJECTIVE: By May 2019, JEMS students will apply a broad range of technologies to support college readiness and lifelong learning.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
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Integrate Technology TEKS at the 6 th – 8 th grade level	Teachers	Admin.	Technology TEKS	Title I SCE Local	GT Special Ed Migrants ELLs	August 2018 May 2019	Lesson Plans Student Work
Support computer assisted instruction in computer labs and distributed settings.	Teachers Lab Managers	Admin.	TEA Website software	199 166 211	Migrants ELL's Spec. ed. Reading below grade level	August 2018- May 2019	Lab Reports Lesson Plans Classroom Observations
Survey staff members to identify areas in need of improvement STAR Chart	Admin. And Texas STAR Chart	Admin.	Computer Survey Link	199 166 211	At risk ELLs Spec. Ed Migrants	Fall 2018	Survey Report
Purchase, maintain, and supervise support for: IPAD's Desktops Other necessary accessories such as headsets, mouse, monitors, etc.	Teachers Admin. Students	Admin.	IPAD Desktops	199 166 211	At risk Advanced students	Fall 2018 May 2019	Student achievement

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GOAL AREA:

INSTRUCTIONAL TECHNOLOGY

FIVE YEAR GOAL AREA:

By May 2024, JEMS will provide all students equitable access and the opportunity to acquire the technological knowledge and skills necessary to compete in a global economy through the effective implementation of **INSTRUCTIONAL TECHNOLOGY**.

ONE YEAR OBJECTIVE:

By May 2019, JEMS students will apply a broad range of technologies to support college readiness and lifelong learning.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE		RESOURCES NEEDED		SPECIAL POP(S)	TIMELINE	EVALUATION
	Implementation	Monitoring	FTE'S	Resources Budget Source			
Abide by school-approved policies, including policies concerning ethical, legal, and security issues.	All Staff	“	Policies	Title SCE Local	All Pops	Daily	Provide and enforce acceptable use policy
Maintain all software license information at a central location.	Technology Per CIT	Admin.	Storage Location	“	All Pops	August 2018- May 2019	Inventory and updates
Construct and maintain school home page	Staff CIT	Admin. CIT	Internet	199 166 211	All Pops	August 2018	Published school homepage

Develop and revise the Technology component of the campus plan	Dean CPOC	Admin.	Campus Plan	All Pops	October 2018 Revisit throughout year	Up to date campus plan
Utilize technology to improve instruction DMAC, MIMEO's, library online resources, Think Through Math, Learning.com	Admin. CIT Dept. Chairs	Admin	Training Log in	Struggling Students At Risk Unmotivated students	Beginning of year	Achievement assessments

Special Groups (E= Economically Disadv.; AA= African American; H= Hispanic; W= White; M= Migrant; LEP= Limited English Proficient;; SE= Special Education; GT= Gifted and Talented; and A

PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT
CAMPUS IMPROVEMENT PLAN
JAIME ESCALANTE Middle School
2018-19

GOAL AREA: MIGRANT: STUDENT ACHIEVEMENT
FIVE YEAR GOAL: In 2024, JAIME ESCALANTE Middle School will have 90% of all students passing all STAAR tests.
OBJECTIVES: By May 2019, 80% of all migrant students will pass the 6th, 7th 8th grade STAAR Tests.

STRATEGIES/ACTION STEPS	STUDENT SUB GROUP & NEEDS	PERSON(S) IMPLEMENTATION	RESPONSIBLE MONITORING	RESOURCES NEEDED FTE'S BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
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<p>ELA Reading-Migrant Aid students who enroll late to school or withdraw early by: Provide one to one tutoring for reinforcement skills and objectives before, during or after school in identified area of need. (Daily & Saturday Tutoring) Hold teacher/parent conferences as needed.</p> <p>Provide reading books through RIF distribution</p>	Migrant 6-8	Teachers College Tutor	Principal Asst. Principal Migrant Counselor	ELA Curriculum Materials TAKS review materials	T-I (District Migrant Funds)	Aug. 2018	May 2019	Formative Assessment/Benchmarks Teacher Made Tests Informal Walk-thru's IPR/Report Cards Attendance Reports
	Migrant 6-8	Migrant Counselor/Guidance Associate	Principal Asst. Principal		T-I (District Migrant Funds)	Sept. 2018	May 2019	Agenda Sign in Form

PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT
CAMPUS IMPROVEMENT PLAN
JAIME ESCALANTE Middle School

GOAL AREA1: MIGRANT: STUDENT ACHIEVEMENT

FIVE YEAR GOAL: In 2024 , JAIME ESCALANTE Middle School will have 80% of all students passing all STAAR tests.

OBJECTIVES: By May 2019, 90% of all migrant students will pass the 6th, 7th 8th grade STAAR Tests.

STRATEGIES/ACTION STEPS	STUDENT GROUP &NEEDS	PERSON(S) IMPLEMENTATION	RESPONSIBLE MONITORING	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
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PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT
CAMPUS IMPROVEMENT PLAN
JAIIME ESCALANTE Middle School
2018-19

GOAL AREA: MIGRANT: STUDENT ACHIEVEMENT

FIVE YEAR GOAL: In 2024, JAIIME ESCALANTE Middle School will have 80% of all students passing all STAAR tests.

OBJECTIVES: By May 2019, 90% of all migrant student grades 6-8 students will pass the Mathematics STAAR tests

STRATEGIES/ACTION Steps	STUDENT GROUP & NEEDS	PERSON(S) IMPLEMENTATION	RESPONSIBLE MONITORING	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT

<p>Math-Migrant Utilize APEX/Learning through Sports programs/Kineos for remediation. Full/half time math teacher or college tutor.</p>	Migrant 6-8	Teachers/Tutor	Migrant Director Migrant Coordinator Principal Asst. Principal Migrant Counselor	Materials STAAR Computer Software	T-I (District Migrant Funds)	Aug. 2018	May 2019	Formative Assessment Report Cards Benchmarks STAAR Assessment Informal Walk thru's Computer Logs APEX Assessments
<p>Provide additional computer time as needed.</p>	Migrant 6-8	Teachers Guidance Associate	Principal Asst. Principal Migrant Counselor	Computer Software	TI (District Migrant Funds)	Aug. 2018	May 2019	Computer lab rosters Attendance Rosters Computer Reports
<p>Teacher will provide reinforcement skills and objectives before, during or after school in identified area of need.</p>	Migrant 6-8	Teachers	Principal Asst. Principal Migrant Counselor	Supplemental Pay and materials	T-I (District Migrant Funds)	Sept. 2018	May 2019	Student Attendance Rosters Benchmarks Informal Walk thru's
<p>Hold teacher/parent conferences as needed.</p>	Migrant 6-8	Math Enrichment Teacher/ Migrant Counselor	Principal Asst. Principal Migrant Director Migrant Coordinator		T-I (District Migrant Funds)	Sept. 2018	May 2019	Parent Contact Logs

PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT
CAMPUS IMPROVEMENT PLAN: JAIME ESCALANTE Middle School

GOAL AREA 1: MIGRANT: STUDENT ACHIEVEMENT

FIVE YEAR GOAL: In 2024, JAIME ESCALANTE Middle School will have 80% of all students passing all STAAR tests.

OBJECTIVES: By May 2019, 90% of all migrant student grades 6-8 students will pass Social Studies STAAR test.

STRATEGIES/ACTION STEPS	STUDENT GROUP & NEEDS	PERSON(S) IMPLEMENTATION	RESPONSIBLE MONITORING	RESOURCES NEEDED FTE'S	BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
Social Studies-Migrant Tutor will provide reinforcement skills and objectives before, during or afterschool in identified area of need. Hold teacher/parent conferences as needed.	Migrant 6-8	Teachers Guidance Associate	Principal Asst. Principal Migrant Counselor	Supplemental Pay and materials	T-1 (District Migrant Funds)	Sept. 2018 May 2019	Teacher/Attendance Rosters
	Migrant 6-8	Teachers Migrant Counselor	Principal Asst. Principal Migrant Director Coordinator		T-1 (District Migrant Funds)	Sept. 2018 May 2019	Parent Contact Logs

PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT
CAMPUS IMPROVEMENT PLAN
JAIIME ESCALANTE Middle School
2018-19

GOAL AREA 1: STUDENT ACHIEVEMENT

FIVE YEAR GOAL: In 2024, JAIIME ESCALANTE Middle School will have 80% of all students passing all STAAR tests.

OBJECTIVES: By May 2019, 90% of all migrant student grades 6-8 students will pass Science STAAR test.

STRATEGIES/ACTION STEPS	STUDENT GROUP & NEEDS	PERSON(S) IMPLEMENTATION	RESPONSIBLE MONITORING	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT

<p><u>Science-Migrant</u></p> <p>Tutor will provide reinforcement skills and objectives before, during or afterschool in identified area of need</p>	<p>Migrant 6-8</p>	<p>Teacher Guidance Associate</p>	<p>Principal Asst. Principal Migrant Counselor</p>		<p>T-I (District Migrant Funds)</p>	<p>Aug. 2018</p>	<p>May 2019</p>	<p>Student Attendance Rosters Student IPR Report Cards</p>
<p>Provide additional computer time as needed.</p>	<p>Migrant 6-8</p>	<p>Teachers</p>	<p>Principal Asst. Principal Migrant Counselor</p>	<p>Study Buddies Apex</p>	<p>T-I (District Migrant Funds)</p>	<p>Aug. 2018</p>	<p>May 2019</p>	<p>Student Attendance Rosters Computer Reports</p>
<p>Hold teacher/parent conferences as needed.</p>	<p>Migrant 6-8</p>	<p>Teachers Academic/ Migrant Counselor</p>	<p>Principal Asst. Principal Migrant Director Migrant Coordinator</p>		<p>T-I (District Migrant Funds)</p>	<p>Sept. 2018</p>	<p>May 2019</p>	<p>Attendance Rosters Contact Logs Mail-Outs</p>

PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT
CAMPUS IMPROVEMENT PLAN
JAI ME ESCALANTE Middle School
2018-19

GOAL AREA: STUDENT ACHIEVEMENT THROUGH POSITIVE SCHOOL CLIMATE

FIVE YEAR GOAL: In 2024, JAI ME ESCALANTE Middle School will enhance the school community making it conducive to learning.

OBJECTIVES: By the end of the 2018-2019 JAI ME ESCALANTE MS will continue to provide an environment which is safe, orderly and conducive to learning.

STRATEGIES/ACTION STEPS	STUDENT SUB GROUP & NEEDS	PERSON(S) IMPLEMENTATION	RESPONSIBLE MONITORING	RESOURCES NEEDED FTE'S	BUDGET	TIMELINE BEGINNING	TIMELINE ENDING	EVALUATION/ MEASUREMENT
Special Services for Migrant Students: Provide migrant students with instructional supplies and other items as needed.	Migrant 6-8	Migrant Counselor Guidance Associate	Principal Asst. Principal Migrant Director/ Coordinator		T-1 (District Migrant Funds)	Aug. 2018	May 2019	Student Sign In Form
Recruit migrant students	Migrant 6-8	Migrant Counselor Guidance Associate	Principal Asst. Principal Migrant Director/ Coordinator		T-1 (District Migrant Funds)	Aug. 2018	May 2019	COE forms Phone Contact Mail Outs Posters Entry/Withdrawal
Provide migrant students the opportunity to attend university and college fieldtrips.	Migrant 6-8	Migrant Counselor Guidance Associate	Principal Asst. Principal Migrant Director/ Coordinator		T-1 (District Migrant Funds)	Sept. 2018	May 2019	Student Sign In Form
Provide migrant students the opportunity to attend educational fieldtrips. (Museums, HESTEC, etc.)	Migrant 6-8	Migrant Counselor Guidance Associate	Principal Asst. Principal Migrant Director/ Coordinator		T-1 (District Migrant Funds)	Sept. 2018	May 2019	Student Sign In Form
Provide positive relationships, career awareness and study skills through the GJEMS Club.	Migrant 6-8	Migrant Counselor Guidance Associate	Principal Asst. Principal Migrant Director/ Coordinator		T-1 (District Migrant Funds)	Sept. 2018	May 2019	Agenda Student Sign In Form
Provide student counseling opportunities including: EDGE and various motivational speakers	Migrant 6-8	Migrant Counselor	Principal Asst. Principal Migrant Director/ Coordinator		T-1 (District Migrant Funds)	Sept. 2018	May 2019	Agenda Student Sign In Form

Provide training/staff development to middle school teachers and staff about the migrant program.	Migrant 6-8	Migrant Counselor	Coordinator Principal Asst. Principal Migrant Director/ Coordinator				Funds) T-1 (District Migrant Funds)	Sept. 2018	May 2019	Agenda Student Form Sign in
Provide monthly migrant parent meetings.	Migrant 6-8	Migrant Strategists/ Migrant Counselor	Principal Asst. Principal Migrant Director/ Coordinator				T-1 (District Migrant Funds)	Sept 2018	May 2019	Agenda Student Form Sign in

**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
CAMPUS IMPROVEMENT PLAN FOR
JAIME ESCALANTE MIDDLE SCHOOL
2018-2019**

GOAL AREA:

PARENTAL INVOLVEMENT

FIVE YEAR GOAL AREA:

By May 2024, JEMS will have identified specific tasks and roles for effective parental involvement.

ONE YEAR OBJECTIVE:

By May 2019, JEMS will increase number of parent volunteers on campus. The Parental Involvement program will also increase attendance at CPOC and parent meetings and in trainings in school and the community, JEMS will encourage all parents to work with their children at home to raise student achievement.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation	MONITORING	RESOURCES NEEDED FTE'S Resources Budget Source	All Sub Groups	TIMELINE	EVALUATION
Schedule Parent's Night <ul style="list-style-type: none"> • Provide parent/teacher conference by grade level; health updates, counselor services, curriculum, public service announcement. Hold meetings throughout the year to inform all parents about federal programs, state and federal accountability. Hold meetings for ELL parents. Give teachers release time to make home visits (during planning period and conference time)	Administration Teachers, Parent Liaison	Administration	TEA accountability info, parent portal 211 166 Addresses, Maps Telephone #'s 211	All Sub Groups	October 2018 Sept. 2018 – May 2019	Agendas and Sign-in Sheets Documentation of home visits Sign in Sheets
Encourage parents to actively participate in	All Staff		Communication 199		Sept. 2018	Sign in Sheets

their children's schools and education.		Administration		Phone Messenger Correspondence Conferences	166 211		May 2019	
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**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
 CAMPUS IMPROVEMENT PLAN FOR
 JAIME ESCALANTE MIDDLE SCHOOL
 2018-2019**

PARENTAL INVOLVEMENT

GOAL AREA:

FIVE YEAR GOAL AREA: By May 2024, JEMS will have identified specific tasks and roles for effective parental involvement

ONE YEAR OBJECTIVE: By May 2019, JEMS will increase number of parent volunteers on campus. The Parental Involvement program will also increase attendance at CPOC and parent meetings and in trainings in school and the community, JEMS will encourage all parents to work with their children at home to raise student achievement

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	All Sub Groups	TIMELINE	EVALUATION
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**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
 CAMPUS IMPROVEMENT PLAN FOR
 JAIME ESCALANTE MIDDLE SCHOOL
 2018-2019**

GOAL AREA: PARENTAL INVOLVEMENT

FIVE YEAR GOAL AREA: By May 2024, JEMS will have identified specific tasks and roles for effective parental involvement

ONE YEAR OBJECTIVE: By May 2019, JJEMS will increase number of parent volunteers on campus. The Parental Involvement program will also increase attendance at CPOC and parent meetings and in trainings in school and the community, JEMS will encourage all parents to work with their children at home to raise student achievement

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	All Sub Groups	TIMELINE	EVALUATION
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**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
 CAMPUS IMPROVEMENT PLAN FOR
 JAIME ESCALANTE MIDDLE SCHOOL
 2018-2019**

PARENTAL INVOLVEMENT

GOAL AREA:

FIVE YEAR GOAL AREA:

By May 2024, JJEMS will have identified specific tasks and roles for effective parental involvement

ONE YEAR OBJECTIVE:

By May 2019, JEMS will increase number of parent volunteers on campus. The Parental Involvement program will also increase attendance at CPOC and parent meetings and in trainings in school and the community, JEMS will encourage all parents to work with their children at home to raise student achievement

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation	PERSON(S) RESPONSIBLE Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
.Invite parents to the CPOC, Computer Classes, Parenting Classes and other specific skills classes	Parent Educator	Administration	1 Computer Lab Parent Educator	SCE 211 166	August 2018- May 2019	Agendas, Sign- in sheets,
Distribute Home-School Compact (see appendix)	Teachers	Administration	Compact	199 166 211	September 2018	Increased Parental Involvement Contact Log Volunteer Log
.Encourage Parental Involvement ● Parent Meetings ● Home visits by Parent Educator ● Pre-registration ● Web	Parent Educator	Administration	Meeting Place Maps/Directions	199 166 211	August 2018- May 2019	

PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT

**CAMPUS IMPROVEMENT PLAN FOR
JAIME ESCALANTE MIDDLE SCHOOL
2018-2019**

GOAL AREA: GUIDANCE AND COUNSELING

FIVE YEAR GOAL AREA: By May 2024, JEMS Guidance Department will work with students and teachers to maximize each student's academic and personal development. Counselors will coordinate with teachers and parents to help students recognize their needs, assist them in designing a plan of action to help students realize their full potential.

ONE YEAR OBJECTIVE: By May 2019, JEMS will promote and enhance a guidance and counseling program that will ultimately promote academic achievement for 100% of the students.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE		RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
	Implementation	Monitoring				
Provide Red Ribbon activities for drug awareness	Counselors	Administration	Speakers, Ribbons, Banners Community 199 211 Title 1	All Students	April 2019	Surveys
Schedule Texas Scholars presentations for 8 th graders	Counselors	Administration	Speakers 199 211 Title 1	All students	Every six weeks	Sign in
Conference with students and parents	Counselors	Administration	Counselors 199 211 Title 1	8 th grade students	Ongoing	Logs
Character Education through Group Counseling	Counselors	Administration	RTI interventions 199 211 Title 1	Students who have referrals	Once a week	logs
Mother/Daughter Program	Counselors	Administration	Dates 199 211 Title 1 199	Female students	March 2019	Sign in

Plan 6 th Grade Orientation at feeder schools	Counselors Clerk	Administration	Transportation	211 Title 1	At risk students	March 2019	Surveys
Conduct LPAC sessions and compile all necessary documentation as per Manual	Counselors Counselors, counselor, clerk	Administration Counselors	Testing materials Training, calendar LPAC Manual Training	199 211 Title 1	ELL's Recent immigrants	LPAC Timelines and policies	Data-placement and testing
New entries – registration and scheduling	Counselors	Administration Counselors Bilingual Office	Data All forms Master Schedule	199 211 Title 1	All students	Aug. 2018 – May 2019	Schedules
Hold individual and small group counseling sessions	Counselors	Administration	Lesson Plans Sign in sheets	199 211 Title 1	All students	Weekly	Reduced number of placements
High school's counselors preregister students on campus	Counselors	Administration	Pre registration forms Scores	199 211 Title 1	8 th grade students	Once a week	Schedules
Visit feeder elementary campuses	Clubs, organizations Sponsors	Administration	Informational flyers Transportation Give aways	199 211 Title 1	Incoming 6 th graders	May 2019	Calendar events of

Special Groups (E= Economically Disadv.; AA= African American; H= Hispanic; W= White; M= Migrant; LE/P= Limited English Proficient.; SE= Special Education; GT= Gifted and Talented; and AR= At-Risk)

**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
 CAMPUS IMPROVEMENT PLAN FOR
 JAIME ESCALANTE MIDDLE SCHOOL
 2018-2019**

GOAL AREA: VIOLENCE PREVENTION

FIVE YEAR GOAL AREA: By May 2024, JEMS will establish a **VIOLENCE PREVENTION/ SAFE SCHOOL ENVIRONMENT** which is safe, orderly, clean and conducive to learning.

ONE YEAR OBJECTIVE: By May 2019, JEMS will decrease the referrals to the office by promoting violence prevention and a safe school environment.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE		RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
	Implementation	Monitoring				
Training for all staff members in the following: bullying, crisis management, violence prevention, suicide intervention, sexual harassment definition & reporting, gender equity, child abuse, medical management, priority situations, CPI, health/safety, 504's, discipline	Administration Counselors	Administration	Crisis Intervention Binders, Board Policies 199	At risk	Ongoing	Agendas, Sign-in sheets
Inform parents of school-wide discipline plan through parent/ student handbook and parent meetings.	Principal/ Staff	Administration	Student Code of Conduct 199	At risk	August.-Sept. 2018	Discipline Referrals
Create smooth transition for elementary students by establishing clear rules and procedures and through the implementation	Team Teachers	Administration	Presenters, Police officers and Crime 199 166 211	Incoming 6 th grade students	August 2018	Team Rosters

of the Middle School Teaming Concept; this enables staff to mentor and shelter students both academically and socially.					Drug Prevention							
Provide 5 th grade orientation and tour of the campus	Counselors Electives	Administration	Students Teachers	199 166 211	Incoming 6 th grade students	March 2019	Agendas, Sign-in Logs					
Hall sweeps during passing periods Morning, Lunch, and After School Duty for all Staff	Teachers Admin Security Guards	Administration	Duty Schedules	199 166 211	All Students	Daily	Observations					
Uniforms per grade level	Teachers Admin	Administration	Uniforms	Purchased by parents or donated by ex students	6 th , 7 th , 8 th	Daily Mornings	Referrals					
Attendance Committee <ul style="list-style-type: none"> • Attendance report for first period • Verification of absences • Call home • Home visits • 	Members Teachers Liaison Admin	Administration	Attendance report	199 166 211	Absentees Students who skip class Student who come in late All Students	Daily Period	Call logs Home visit log					
Create Campus Discipline Plan	Discipline Committee	Administration	Procedures Teacher Handbook	199 166 2	Behavior problems	October 2018	Sign in sheets Agenda					

PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT

**CAMPUS IMPROVEMENT PLAN FOR
JAIME ESCALANTE MIDDLE SCHOOL
2018-2019**

GOAL AREA: DROPOUT PREVENTION

FIVE YEAR GOAL AREA: By May 2024, JEMS will have successfully implemented a **DROPOUT PREVENTION** process to maintain the dropout at zero percentage points.

ONE YEAR OBJECTIVE: By May 2019, JEMS will reduce its **DROPOUT RATE** to zero percentage points.

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation	PERSON(S) RESPONSIBLE Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
Identify At-Risk students (potential dropouts) early in the year to determine what special services they need	Counselors Administrators Team Leaders Dept. Chairs Att. Liaisons	Admin.	Handbooks STAAR/TELPA S Reports Attendance Reports Report Cards Discipline Reports	All Students	August- September 2018	STAAR/TELPA S scores, Benchmarks, mini assessments, Report Card, Progress Reports
Redirect student misbehavior	Teacher Counselor Anger Management Consultant	Admin.	Teachers, Counselors	Disruptive students	Daily	Behavioral Plans
Inform parents/students of attendance requirements through parent/student information handbook, daily contact	Administration , Teachers, Att. Liaisons	CPOC Admin.	Classrooms Paraprofessional	Truant students	Daily	Attendance rates Attendance rate

Countdown to Zero	All Staff	Pupil Accounting Admin.	Dropouts	Title I 199	September 2018	STAAR TELPAS Scores
Highly qualified teachers who are able to create more personalized learning environments and increase student engagement	Admin	Principal	Staff Development, differentiated instruction	Title I 199		
Rigorous curriculum AP courses Dual Language Enrichment in Science, Math, Reading	District Admin Teachers	Admin	curriculum	Title I 199	Daily	Student Achievement Attendance %

Special Groups (E= Economically Disadv.; AA= African American; H= Hispanic; M= Migrant; LEP= Limited English Proficient;; SE= Special Education; GT= Gifted and Talented; and AR= At-Risk)

**PHARR – SAN JUAN – ALAMO INDEPENDENT SCHOOL DISTRICT
 CAMPUS IMPROVEMENT PLAN FOR
 JAIME ESCALANTE MIDDLE SCHOOL
 2018-2019**

GOAL AREA: DROPOUT PREVENTION

FIVE YEAR GOAL AREA: By May 2024, JEMS will have successfully implemented a **DROPOUT PREVENTION** process to maintain the dropout at zero percentage points.

ONE YEAR OBJECTIVE: By May 2019, JEMS will reduce its **DROPOUT RATE** to zero percentage points

STRATEGIES / ACTION STEPS	PERSON(S) RESPONSIBLE Implementation Monitoring	RESOURCES NEEDED FTE'S Resources Budget Source	SPECIAL POP(S)	TIMELINE	EVALUATION
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<p>Monitor student attendance on a daily basis. Contact absent students by phone, communicate with parents, home visit, team meetings, report chronic absenteeism to attendance liaison</p> <p>Truancy reports will be filed on every parent who fails in their responsibility to see that their child is in school. Principal will be notified of every truancy report filed.</p>	<p>Teachers, Att. Liaison Para's., Admin.</p> <p>Principal, Att. Liaison</p>	<p>Administration</p> <p>Administration</p>		<p>Phone numbers</p> <p>Documentation</p>	<p>Title I 199</p> <p>Title I 199</p>	<p>All Students</p> <p>All Students</p>	<p>Daily before ten o'clock</p> <p>August 2018- May 2019</p>	<p>Improved att.</p> <p>Improved attendance</p>
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Special Groups (E= Economically Disadv.; AA= African American; H= Hispanic; W= White; M= Migrant; LEP= Limited English Proficient; SE= Special Education; GT= Gifted and Talented; and AR= At-Risk)