

Clint Independent School District

Ricardo Estrada Middle School

2026-2027 Goals/Performance Objectives/Strategies



Table of Contents

Goals	3
Goal 1: Ricardo Estrada Middle School will be a model of high standards for student academic excellence.	3
Goal 2: Ricardo Estrada Middle School will ensure a safe, well disciplined positive, learning environment for all students.	14
Goal 3: Ricardo Estrada Middle School will operate efficiently, being fiscally responsible	19
Goal 4: Ricardo Estrada Middle School will become the employer of choice in order to seek and retain effective personnel.	20
Goal 5: Ricardo Estrada Middle School will include parents, community and business members in the education of all students.	22

Goals

Goal 1: Ricardo Estrada Middle School will be a model of high standards for student academic excellence.

Performance Objective 1: All student groups and student sub groups (LEP, Sp Ed, A/R, GT, and Eco. Dis., 504, Migrant, McKinney-Vento) will show student growth in the STAAR exam in 2026-2027.

Evaluation Data Sources: Campus overall STAAR performance data for all populations will increase by 5%.

Strategy 1 Details	Reviews			
Strategy 1: All teachers will analyze/disaggregate STAAR/EOC and common assessments using an online assessment development and analysis program to evaluate student needs taking into consideration learning loss. Students will be assigned to interventions such as, but not limited to Makerspace, Falcon Focus Time Interventions, Afterschool tutorials, Saturday School and/or state assessment camps. Strategy's Expected Result/Impact: Meeting agendas, Walkthroughs, MAP Growth, Common Assessment, Benchmark results, STARR EOC results, failure reports and other student needs. Staff Responsible for Monitoring: Teachers, Instructional Support Staff, and Campus Administrators. Title I: 2.51, 2.53 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: Planning-Extra Duty - 211 ESEA, TI A IMP - 211.13.XXXX - \$5,130, Planning-Substitute - 211 ESEA, TI A IMP - 211.11.XXXX - \$7,250, Planning-Substitute - 211 ESEA, TI A IMP - 189.11.XXXX - \$11,609, After School Tutoring - 199 GENERAL FUND - 199.11.xxxx - \$800	Formative			Summative
	Sept	Nov	Feb	May

Strategy 2 Details	Reviews			
Strategy 2: Using Response to Intervention (RtI) and other Multi-Tier Support Systems (MTSS) students in need of academic support (HB1416) or behavioral support will be identified and recommended for after school tutorials, Falcon Focus Time, and SMART Academy (Saturday School). Strategy's Expected Result/Impact: STAAR/EOC results, Benchmark, MAP Growth and Common Assessments, Unit Assessment Performance, Attendance, Behavior Staff Responsible for Monitoring: Teachers, Curriculum Coach, and Administration. Title I: 2.51, 2.52, 2.53 Funding Sources: Extra-Duty Tutoring - 211 ESEA, TI A IMP - 211.11.xxxx - \$5,100, Extra-Duty Tutoring - 189 ESSER FUND BALANCE - 189.11.xxxx - \$11,609	Formative			Summative
	Sept	Nov	Feb	May
Strategy 3 Details	Reviews			
Strategy 3: All teachers will integrate supplemental resources and materials to include STAAR/EOC test format and strategies throughout instruction and in testing, as deemed appropriate, including TEKS alignment to ensure student success. Strategy's Expected Result/Impact: Lesson Plans, Common Assessments, Benchmarks Staff Responsible for Monitoring: Curriculum Coach All Teachers Title I: 2.52 Funding Sources: Supplemental Materials - 211 ESEA, TI A IMP - 211.11.XXXX - \$19,964, Supplemental Materials - 199 GENERAL FUND - 199.11.XXXX - \$17,640	Formative			Summative
	Sept	Nov	Feb	May
Strategy 4 Details	Reviews			
Strategy 4: GT enrichment classes and Honors Courses will be offered to all 6th-8th Grade students to provide a differentiated instruction to include GT curriculum and not limited to GT Tournaments, GT Fieldtrips, etc. Strategy's Expected Result/Impact: Student grades, Assessment scores, Schedule, student networking, integration of technology, and a variety of skill based assignments. Staff Responsible for Monitoring: GT Coordinator, Teachers, Counselors, and Administration. Title I: 2.51 Funding Sources: GT INSTRUCTIONAL MATERIAL - 199 GENERAL FUND - 199.11.XXXX - \$4,500	Formative			Summative
	Sept	Nov	Feb	May

Strategy 5 Details	Reviews			
Strategy 5: Staff development opportunities, training, and planning will be provided to teachers and staff for interpretation of data and state standards (TEKS) to improve instruction for all students, including, but not limited to ELPS, SIOP, Content & Language Objectives, Eduphoria -Aware, HQIM, RBIS, AGMO and/or Lead4Ward. Strategy's Expected Result/Impact: Teacher use of Aware/Lead4Ward reports, Lesson plans that focus on student learning needs, and improved student performance. Staff Responsible for Monitoring: Curriculum Coach and Administration. Title I: 2.53 Funding Sources: Extra Duty - 211 ESEA, TI A IMP - 211.13.xxxx - \$10,016	Formative			Summative
	Sept	Nov	Feb	May
Strategy 6 Details	Reviews			
Strategy 6: All teachers will have access to high quality instructional materials (HQIM), resources, and trainings as designated by the district to include but not limited to My Perspectives and Bluebonnet/Carnegie Learning. Strategy's Expected Result/Impact: Successful Student performance on State Assessments. Staff Responsible for Monitoring: Teachers, Curriculum Coach, Administration. Title I: 2.52 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Funding Sources: - 211 ESEA, TI A IMP - 211.13.XXXX - \$17,565	Formative			Summative
	Sept	Nov	Feb	May
Strategy 7 Details	Reviews			
Strategy 7: Teachers will integrate technology into the classroom through use of Chromebooks and Interactive Flat Panels and Front Row System for the use of Google Slides, ActivInspire, and online resources. Strategy's Expected Result/Impact: Use of technology in all classrooms. Staff Responsible for Monitoring: Teachers, Campus Technology Coordinator, and Administration. Title I: 2.52 Funding Sources: SUPPLEMENTAL MATERIAL - 199 GENERAL FUND - 199.11.XXXX - \$8,500, EDUCATIONAL MATERIAL - 211 ESEA, TI A IMP - 211.11.XXXX - \$25,776	Formative			Summative
	Sept	Nov	Feb	May

Strategy 8 Details	Reviews			
Strategy 8: Purchase and renewals for laptops, computers, printers and technology software such as Eduphoria, TRS, and Nearpod between other programs for teacher and student use. This includes ink cartridges and other supplies. Strategy's Expected Result/Impact: Purchase requisitions and use of technology in classrooms. Student and teacher use of technology. Improved student performance. Staff Responsible for Monitoring: Campus Technology Coach, Teachers, and Administration. Funding Sources: Ink & Supplies - 199 GENERAL FUND - 199.11.XXXX - \$1,000, Staff Devices - 211 ESEA, TI A IMP - 211.11.XXXX - \$15,000, Software Renewals - 211 ESEA, TI A IMP - 211.11.XXXX - \$36,827, Ink & Supplies - 211 ESEA, TI A IMP - 211.11.XXXX - \$5,000	Formative			Summative
	Sept	Nov	Feb	May
Strategy 9 Details	Reviews			
Strategy 9: All teachers will incorporate best practices and resources throughout their curriculum to include but not limited to: bell activities, RBIS strategies, and other instructional supplies/materials to support instruction. Strategy's Expected Result/Impact: Improved State assessment results and student learning. Staff Responsible for Monitoring: Teachers, Curriculum Coach, and Administration. Title I: 2.51, 2.52 Funding Sources: SUPPLEMENTAL MATERIAL - 199 GENERAL FUND - 199.11.xxxx - \$17,640, SUPPLEMENTAL MATERIAL - 211 ESEA, TI A IMP - 211.11.xxxx - \$19,964	Formative			Summative
	Sept	Nov	Feb	May
Strategy 10 Details	Reviews			
Strategy 10: All CTE teachers will acquire necessary materials to support their curriculum. Strategy's Expected Result/Impact: Purchase requisitions and the expenditure of CTE budgets. Staff Responsible for Monitoring: CTE teachers and administration. Title I: 2.53 Funding Sources: Supplemental Materials - 199 GENERAL FUND - 199.11.xxxx - \$1,775, Staff Development - 199 GENERAL FUND - 199.12.xxxx - \$250	Formative			Summative
	Sept	Nov	Feb	May

Strategy 11 Details	Reviews			
Strategy 11: Identified students will attend field trips to build background knowledge for example, but not limited to, Clint Early College and Horizon High School. Other potential options are: UTEP, EPCC, Chamizal, SulRoss. Strategy's Expected Result/Impact: Student exposure to different learning opportunities. Staff Responsible for Monitoring: Teachers, counselors, and Administration. Title I: 2.53 Funding Sources: STUDENT TRAVEL - 199 GENERAL FUND - 199.11.xxxx - \$1,400	Formative			Summative
	Sept	Nov	Feb	May
Strategy 12 Details	Reviews			
Strategy 12: Students who are nominated by teachers and parents for GT will undergo GT testing for appropriate placement. Strategy's Expected Result/Impact: Increase number of GT students. Staff Responsible for Monitoring: District and Campus GT Coordinator. Funding Sources: - 199 GENERAL FUND - 199.11.xxxx - \$300	Formative			Summative
	Sept	Nov	Feb	May
Strategy 13 Details	Reviews			
Strategy 13: At-Risk students will be provided guidance and mentoring of instructional objectives through response to intervention (RTI) Strategy's Expected Result/Impact: Improved student grades and assessment scores. Staff Responsible for Monitoring: Teachers, Counselors, Curriculum Coach, and Administration. Title I: 2.51, 2.52	Formative			Summative
	Sept	Nov	Feb	May

Strategy 14 Details	Reviews			
Strategy 14: All teachers will provide necessary resources to include technology resources (such as but not limited to chromebook devices, Science Dictionaries, Spanish/English dictionaries, manipulatives and Thesaurus) for use by our EB population. Strategy's Expected Result/Impact: Student expansion and use of vocabulary. Staff Responsible for Monitoring: Teachers, Curriculum Coach, and Administration. Title I: 2.52 Funding Sources: GENERAL INSTRUCTION READING MATERIAL - 199 GENERAL FUND - 199.11.xxxx - \$6,000, ELL SUPPLEMENTAL READING MATERIAL - 199 GENERAL FUND - 199.11.xxxx - \$3,000, STUDENT DEVICES - 199 GENERAL FUND - 199.11.xxxx - \$20,362, STUDENT DEVICES - 211 ESEA, TI A IMP - 211.11.XXXX - \$30,000	Formative			Summative
	Sept	Nov	Feb	May
Strategy 15 Details	Reviews			
Strategy 15: Technology equipment and materials will be purchased to enhance curriculum and testing (i.e. but not limited to: speakers, carts, testing materials for STAAR, Chromebook, scanners, headphones, microphones, computers, flip cameras, digital cameras memory cards, web cams, computer mouse). Strategy's Expected Result/Impact: Purchase requisitions and budget expenditures. Staff Responsible for Monitoring: Campus Technology Coordinator, and Administration. Title I: 2.52 Funding Sources: CALCULATORS - 199 GENERAL FUND - 199.11.xxxx - \$180, TECHNOLOGY EQUIPMENT - 211 ESEA, TI A IMP - 211.11.xxxx - \$25,776, TECHNOLOGY EQUIPMENT - 199 GENERAL FUND - 199.11.xxxx - \$8,500	Formative			Summative
	Sept	Nov	Feb	May
Strategy 16 Details	Reviews			
Strategy 16: All teachers and administrators will receive training and assistance in the implementation of high quality instruction to meet all students needs including those with special needs such as EB, SpEd, Economically Disadvantaged, Migrant, and Military Students. Strategy's Expected Result/Impact: Improvement of student performance. Staff Responsible for Monitoring: Teachers, Counselors, and Administration. Title I: 2.53 Funding Sources: Staff Development - 211 ESEA, TI A IMP - 211.13.XXXX - \$8,000, - 211 ESEA, TI A IMP - 211.23.XXX - \$3,735, - 211 ESEA, TI A IMP - 31.XXXX - \$3,700	Formative			Summative
	Sept	Nov	Feb	May

Strategy 17 Details	Reviews			
Strategy 17: All teachers will purchase the needed supplies (to include but not limited to supplemental supplies and audiovisual supplies) for all children served during school and through tutorials to acquire the knowledge and skills contained in the state content standards TEKS and to meet the state requirement STAAR state assessment, including ELPS. Strategy's Expected Result/Impact: Improved student learning. Staff Responsible for Monitoring: Teachers and Administrators. Title I: 2.52 Funding Sources: SUPPLEMENTAL MATERIAL - 211 ESEA, TI A IMP - 211.11.xxxx - \$19,964, SUPPLEMENTAL MATERIAL - 199 GENERAL FUND - 199.11.XXXX - \$17,640	Formative			Summative
	Sept	Nov	Feb	May
Strategy 18 Details	Reviews			
Strategy 18: The ESL Department will purchase the needed supplemental supplies for all children served to acquire and assess the knowledge and skills contained in the state content standards TEKS, Language Acquisition and to meet the state requirement STAAR/TELPAS state assessments, including ELPS. Strategy's Expected Result/Impact: Improved Student Performance Staff Responsible for Monitoring: Teachers and Administrators Title I: 2.51, 2.53 Funding Sources: ELL SUPPLEMENTAL MATERIAL - 199 GENERAL FUND - 199.11.XXXX - \$8,030, Audiovisual - 199 GENERAL FUND - 199.11.xxxx - \$1,000	Formative			Summative
	Sept	Nov	Feb	May
Strategy 19 Details	Reviews			
Strategy 19: REMS Students will participate in Robotics, Drones, and other STEM Competitions (led by campus ACE Program) in and out of campus needing various resources and supplies such as drones, equipment, and technology associated with the programs. Strategy's Expected Result/Impact: Students will build a strong foundation in reading, math, and problem solving skills Staff Responsible for Monitoring: Administration Title I: 2.52 - TEA Priorities: Build a foundation of reading and math Funding Sources: Robotics/Drones - 281 TITLE IV, PART A SSAEP - 281.11.xxxx - \$13,953	Formative			Summative
	Sept	Nov	Feb	May

Strategy 20 Details	Reviews			
Strategy 20: The SPED Department will purchase the needed software and supplemental supplies to include printer, paper shredder and copy paper. Copy Paper will be used for instruction to include making manipulatives, foldables, reading passages , and ISN Pages for all children served to acquire the knowledge and skills contained in the state content standards TEKS, Language Acquisition and to meet the state requirement STAAR state assessment, including ELPS. Strategy's Expected Result/Impact: Impact instructional strategies used in the classroom and understanding of curriculum Staff Responsible for Monitoring: Teachers Title I: 2.51 Funding Sources: SPED Education - 199 GENERAL FUND - 199.11.xxxx - \$13,570	Formative			Summative
	Sept	Nov	Feb	May
Strategy 21 Details	Reviews			
Strategy 21: Students will have the opportunity to utilize and acquire a variety of 21st-century skills in the STEM field through a MakerSpace Lab that includes, but is not limited to items that support STEM lessons, supplies, furniture, and technology equipment such as audiovisual equipment, manipulatives such as Legos, technology items to support coding, 3D printing, and graphic design between others. Strategy's Expected Result/Impact: Students will build a strong foundation in STEM fields. Staff Responsible for Monitoring: Administrators Teachers Librarians Title I: 2.52 - ESF Levers: Lever 5: Effective Instruction Funding Sources: Maker Space Resources - 211 ESEA, TI A IMP - 211.11.XXXX. - \$2,000	Formative			Summative
	Sept	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Ricardo Estrada Middle School will be a model of high standards for student academic excellence.

Performance Objective 2: The Campus will provide appropriate resources and experiences that will enhance and support academic student achievement.

Evaluation Data Sources: The Campus will provide various professional development trainings to help increase student achievement: MTSS, Co-Teach Training and HQIM . Students will be provided a chromebook as part of the district's 1:1 Technology Initiative.

Strategy 1 Details	Reviews			
Strategy 1: CTE teachers will attend staff development training where applicable (i.e. but not limited to TCEA conference) Strategy's Expected Result/Impact: Use of CTE strategies and implementation of new technology learning. Staff Responsible for Monitoring: CTE teachers and Administration. Title I: 2.53 Funding Sources: Staff Development - 199 GENERAL FUND - 199.13.xxxx - \$250	Formative			Summative
	Sept	Nov	Feb	May
Strategy 2 Details	Reviews			
Strategy 2: Materials for hands-on teaching will be used in Science via dissecting materials (i.e. gloves, consumables), magazines, periodicals, and manipulatives, Science. Strategy's Expected Result/Impact: Hands on opportunities for learning. Staff Responsible for Monitoring: Science teachers, Curriculum Coach, and Administration. Title I: 2.52 Funding Sources: Lab Materials - 199 GENERAL FUND - 199.11.xxxx - \$4,500	Formative			Summative
	Sept	Nov	Feb	May
Strategy 3 Details	Reviews			
Strategy 3: Community Based Outing/ Field Trips for Special Education students to gain-real and meaningful learning applications. Strategy's Expected Result/Impact: Student learning experiences. Staff Responsible for Monitoring: Special Ed teachers, Curriculum Coach, Administration. Title I: 2.52 Funding Sources: SPED-TRANSPORTATION - 199 GENERAL FUND - 199.11.xxxx - \$500, SPED-ENTRY FEES AND MEALS - 199 GENERAL FUND - 199.11.xxxx - \$1,000	Formative			Summative
	Sept	Nov	Feb	May

Strategy 4 Details	Reviews			
Strategy 4: Provide for ARD sub coverage for all teachers needing coverage. Strategy's Expected Result/Impact: Student curriculum should remain consistent with one sub covering for ARDS. Staff Responsible for Monitoring: Administration.	Formative			Summative
	Sept	Nov	Feb	May
Strategy 5 Details	Reviews			
Strategy 5: LPAC Clerk will test and monitor current ESL students academic progress, and monitor exited student academic progress. Strategy's Expected Result/Impact: Correct and accurate placements of students. Staff Responsible for Monitoring: LPAC Clerk.	Formative			Summative
	Sept	Nov	Feb	May
Strategy 6 Details	Reviews			
Strategy 6: GT teacher will attend staff development opportunities. Strategy's Expected Result/Impact: Higher learning opportunities for students in Pre Ap classes. Staff Responsible for Monitoring: GT Teacher and Administration. Title I: 2.51 Funding Sources: Professional Development - 199 GENERAL FUND - 199.13.xxxx - \$150	Formative			Summative
	Sept	Nov	Feb	May
Strategy 7 Details	Reviews			
Strategy 7: Library will provide an updated selection of literature for students to read, inform, and conduct research. Promoting student success through literature to include E-Books. Strategy's Expected Result/Impact: Reading scores will show improvement. Improvement on State Assessment scores Staff Responsible for Monitoring: Librarian, Administration and Teachers Funding Sources: Library Books - 199 GENERAL FUND - 199.12.xxxx - \$3,000	Formative			Summative
	Sept	Nov	Feb	May
Strategy 8 Details	Reviews			
Strategy 8: Student(s) in Special Education will utilize a sensory room according to their IEP. Strategy's Expected Result/Impact: Improved learning and performance. Staff Responsible for Monitoring: DSC Instructor Title I: 2.51	Formative			Summative
	Sept	Nov	Feb	May

Strategy 9 Details	Reviews			
Strategy 9: Orchestra teacher will obtain sheet music, and general supplies for students to use to assist in developing and improving music performance. Strategy's Expected Result/Impact: Advance performances in classes, events, and contests. Staff Responsible for Monitoring: Orchestra Teacher Funding Sources: General Supplies - 199 GENERAL FUND - 199.11.xxxx - \$2,000	Formative			Summative
	Sept	Nov	Feb	May
Strategy 10 Details	Reviews			
Strategy 10: As per district 1:1 technology initiative; all classrooms have an assigned classroom Chromebook device set to support with academic achievement and instruction. Strategy's Expected Result/Impact: Academic Achievement Staff Responsible for Monitoring: Teachers, Librarian, Technology Coach, and Administration. Funding Sources: Devices - 211 ESEA, TI A IMP - 211.11.XXXX - \$30,000, Devices - 199 GENERAL FUND - 199.11.XXXX - \$20,362	Formative			Summative
	Sept	Nov	Feb	May
No Progress Accomplished Continue/Modify Discontinue				

Goal 2: Ricardo Estrada Middle School will ensure a safe, well disciplined positive, learning environment for all students.

Performance Objective 1: All students will engage in campus activities promoting positive peer relationships, substance abuse prevention, anti-bullying, and overall wellness within a safe learning environment. These efforts are guided by a local campus committee, which includes parents and secondary students, integrated into our existing governance structure to drive prevention, health, and wellness initiatives.

Evaluation Data Sources: Ricardo Estrada Middle School promotes a safe learning environment through assemblies, campus activities, and targeted classroom presentations. In alignment with our health and wellness goals, the counseling department, campus security, and our local anti-bullying committee collaborate to educate students on safety, bullying prevention, and drug awareness.

Strategy 1 Details	Reviews			
Strategy 1: Preventative methods and counseling interventions to decrease bullying as part of the campus anti-bullying initiative. Strategy's Expected Result/Impact: Reduced office referrals and bullying "Stay Away" contracts. Staff Responsible for Monitoring: Teachers, counselors, Administration, Safety Team.	Formative			Summative
	Sept	Nov	Feb	May
Strategy 2 Details	Reviews			
Strategy 2: Promote the safety and emotional well being of REMS students. Campus emergency plans and drills are reviewed and practiced monthly. Strategy's Expected Result/Impact: Successful monthly fire drills Staff Responsible for Monitoring: Teachers, counselors, Administration, Safety Team.	Formative			Summative
	Sept	Nov	Feb	May
Strategy 3 Details	Reviews			
Strategy 3: Increase parent/family awareness of bullying behaviors and interventions/preventions. Strategy's Expected Result/Impact: Parent meetings through feeder pattern presentations Staff Responsible for Monitoring: Counselors	Formative			Summative
	Sept	Nov	Feb	May
Strategy 4 Details	Reviews			
Strategy 4: Provide parent workshops in the areas of family domestic abuse, substance abuse, personal money management, parenting responsibility, adult education, etc. to impact the home environment of all students. Strategy's Expected Result/Impact: Monthly Parent Meetings Staff Responsible for Monitoring: Counselors, administration, and campus staff.	Formative			Summative
	Sept	Nov	Feb	May

Strategy 5 Details	Reviews			
Strategy 5: Conduct parent meetings and other informational meetings to keep parents informed of school performance and the issues that affect student performance on state assessments. Provide instructional incentives for attendance. Strategy's Expected Result/Impact: Monthly meetings and newsletter. Staff Responsible for Monitoring: Counselors, Administrators and Campus Staff.	Formative			Summative
	Sept	Nov	Feb	May
Strategy 6 Details	Reviews			
Strategy 6: Host Career Day luncheon in appreciation of volunteers who provide services to all students. Strategy's Expected Result/Impact: Planning sessions and successful Career Day activities. Staff Responsible for Monitoring: Counselors, Administrators and Campus Staff.	Formative			Summative
	Sept	Nov	Feb	May
Strategy 7 Details	Reviews			
Strategy 7: Conduct extended day through "lunch bunch" counseling support to provide services for students regarding character education, conflict resolution, coping strategies, etc. Strategy's Expected Result/Impact: Reduced discipline referrals Staff Responsible for Monitoring: Counselors, Administrators and Campus Staff.	Formative			Summative
	Sept	Nov	Feb	May
Strategy 8 Details	Reviews			
Strategy 8: Implement Falcon Pride Attendance and Discipline initiatives by grade level to be recognized every nine week period. Students will earn instructional incentives for having perfect attendance through different grading periods. Strategy's Expected Result/Impact: Increase in ADA to 96% Staff Responsible for Monitoring: Counselors, Administrators and Campus Staff.	Formative			Summative
	Sept	Nov	Feb	May
Strategy 9 Details	Reviews			
Strategy 9: Will facilitate a Positive Behavior Intervention/Incentive System (PBIS) to cultivate positive culture throughout the campus for teachers and students. Smart panels throughout the building will display campus expectations, motivational, and celebrational messages/presentations . Incentives will be provided to increase student, campus, and community awareness ID Card Printer, printer along with necessary supplies, materials, and resources will be required in order to implement the PBIS initiative school wide. Strategy's Expected Result/Impact: A decrease in discipline referrals, increase in "positive referrals", and increase in student attendance to 98%. Staff Responsible for Monitoring: counselors, teachers, and administration. Funding Sources: General Supplies - 211 ESEA, TI A IMP - 211.31.XXXX - \$1,479	Formative			Summative
	Sept	Nov	Feb	May

No Progress

Accomplished

Continue/Modify

Discontinue

Goal 2: Ricardo Estrada Middle School will ensure a safe, well disciplined positive, learning environment for all students.

Performance Objective 2: Ensure that students can access Remote Learning programs due to extenuating circumstances.

Evaluation Data Sources: Student Work Progress, Google Classroom documentation, teacher logs

Strategy 1 Details	Reviews			
Strategy 1: Students with documented, qualifiable illness will receive virtual instruction. Strategy's Expected Result/Impact: offered through extenuating, documented circumstances. Staff Responsible for Monitoring: Administration and Campus Staff	Formative			Summative
	Sept	Nov	Feb	May
☐ No Progress ☒ Accomplished ☐ Continue/Modify ☐ Discontinue				

Goal 2: Ricardo Estrada Middle School will ensure a safe, well disciplined positive, learning environment for all students.

Performance Objective 3: Ricardo Estrada Middle School will ensure that all students participate in required physical education activities required under TEC 11.253 and additional wellness requirements as recommended by the District's School Health Advisory Committee (SHAC)

Evaluation Data Sources: Fitness assessment data, Attendance Data, EcoDis Data, PE lesson plans

Strategy 1 Details	Reviews			
Strategy 1: The District's food service staff, teachers, and other District personnel shall consistently promote healthy nutrition in cafeterias, classrooms, and other appropriate settings. Strategy's Expected Result/Impact: Activities during Lunch, Menu Boards, Fresh Fruit/vegetable serving data, will provide students with more healthy choices Staff Responsible for Monitoring: Campus staff, CNP Staff	Formative			Summative
	Sept	Nov	Feb	May
Strategy 2 Details	Reviews			
Strategy 2: The campus will ensure all students are enrolled in physical education courses at all levels as prescribed by District policy. Strategy's Expected Result/Impact: Master Schedules, Rosters, Lesson Plans, Fitness Assessment Data Staff Responsible for Monitoring: Campus Administration, PE staff	Formative			Summative
	Sept	Nov	Feb	May
Strategy 3 Details	Reviews			
Strategy 3: The campus shall make appropriate before-school, during lunch/recess and after-school physical activity programs available and shall encourage students to participate. Strategy's Expected Result/Impact: Improved physical activity as outlined in the EOY Fitness Assessments Staff Responsible for Monitoring: Campus staff	Formative			Summative
	Sept	Nov	Feb	May
Strategy 4 Details	Reviews			
Strategy 4: All campuses will provide staff development to the appropriate staff as it relates to physical education. Strategy's Expected Result/Impact: Improved physical activity as outlined in the EOY Fitness Assessments Staff Responsible for Monitoring: Campus Administration, SHAC	Formative			Summative
	Sept	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Ricardo Estrada Middle School will operate efficiently, being fiscally responsible

Performance Objective 1: Ricardo Estrada Middle School will operate financially efficiently in working with all business matters that entail campus expenditures.

Evaluation Data Sources: Purchase requisitions are reviewed and approved in a timely manner to ensure cost effectiveness. Weekly meetings between the principal and budget clerk were conducted to review progress of business matters.

Strategy 1 Details	Reviews			
Strategy 1: Work toward achieving a monthly attendance rate of 96% or higher. Strategy's Expected Result/Impact: Increased Averaged Daily Attendance. Increase in student incentives for perfect attendance Staff Responsible for Monitoring: Teachers, Campus Staff and Administrators.	Formative			Summative
	Sept	Nov	Feb	May
Strategy 2 Details	Reviews			
Strategy 2: Approve all Purchase Requisitions to ensure cost effectiveness. Strategy's Expected Result/Impact: Savings on all materials and services. Staff Responsible for Monitoring: Budget Clerk, Assistant Principals and Principal.	Formative			Summative
	Sept	Nov	Feb	May
Strategy 3 Details	Reviews			
Strategy 3: Meet with budget clerk weekly to ensure budget is being expended on student materials and services for the current school year. Strategy's Expected Result/Impact: Instructional Materials are purchased in accordance campus plan Staff Responsible for Monitoring: Budget Clerk, Assistant Principals and Principal.	Formative			Summative
	Sept	Nov	Feb	May
Strategy 4 Details	Reviews			
Strategy 4: Energy use for the campus will be set on a time schedule for heating and cooling. Strategy's Expected Result/Impact: Savings on energy use. Staff Responsible for Monitoring: Administrators, custodians, staff, and district personnel.	Formative			Summative
	Sept	Nov	Feb	May
No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Ricardo Estrada Middle School will become the employer of choice in order to seek and retain effective personnel.

Performance Objective 1: 100% of staff employed will be highly qualified in accordance with ESSA. (Teachers are provided with a minimum of 48 hours of staff development)

Evaluation Data Sources: 100% of all employed teachers are highly qualified. Ricardo Estrada Middle School will continue to offer staff development options of research-based best practices.

Strategy 1 Details		Reviews			
Strategy 1: All teachers will receive training and assistance in the implementation of High Quality Instructional Materials (HQIM) and its internalization along with other research-based instructional models to include but not limited to RBIS Strategies, TEKS analysis, ELPS analysis, and SIOP to meet all students needs. Strategy's Expected Result/Impact: Observations, Learning walks, PLC Meetings, Department meetings, Lesson Plans, Failure Reports. Staff Responsible for Monitoring: Administration and Curriculum Coach Funding Sources: PROFESSIONAL SERVICES - 211 ESEA, TI A IMP - 211.13.xxxx - \$17,563		Formative			Summative
		Sept	Nov	Feb	May
Strategy 2 Details		Reviews			
Strategy 2: Offer various professional development opportunities that address specifically defined student learning goals; staff requests; and that are ongoing and in-depth to improve instruction for all students. Strategy's Expected Result/Impact: Observations, Learning walks, PLC dialogues, Department meetings, Lesson Plans, Failure Reports. Staff Responsible for Monitoring: Administration Funding Sources: Professional Development - 211 ESEA, TI A IMP - 211.13.xxxx - \$17,563		Formative			Summative
		Sept	Nov	Feb	May
Strategy 3 Details		Reviews			
Strategy 3: 30 Hour GT training offered to all new teachers; 6 hour updates for teachers who already have their GT certification Strategy's Expected Result/Impact: GT Updates provided and scheduled for teachers. Staff Responsible for Monitoring: Administration and GT Coordinator.		Formative			Summative
		Sept	Nov	Feb	May

Strategy 4 Details	Reviews			
Strategy 4: Administrators, counselors, librarians, and teachers will attend staff development training where applicable including but not limited to TASSP, Region 19, TCEA and Schools to Watch. Strategy's Expected Result/Impact: Observations, Learning walks, PLC dialogues, Department meetings, Lesson Plans, Failure Reports. Staff Responsible for Monitoring: Leadership Team Funding Sources: Staff Development - 211 ESEA, TI A IMP - 211.13.xxxx - \$17,563	Formative			Summative
	Sept	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: Ricardo Estrada Middle School will include parents, community and business members in the education of all students.

Performance Objective 1: The campus will increase parental involvement by building a strong partnership with parents.

Evaluation Data Sources: Ricardo Estrada Middle School will hold monthly parent meetings to build parent involvement to educate them of campus initiatives. Parents will be provided with information about but not limited to: state testing, character education, dangers of social media, and college and career readiness.

Strategy 1 Details	Reviews			
Strategy 1: Provide parent workshops in the areas of family domestic abuse, substance abuse, personal money management, parenting responsibility, adult education, College Readiness, etc. to impact the home environment of all students. Strategy's Expected Result/Impact: Parent sign in sheets Counseling records Parent night presentations Home visiting logs Staff Responsible for Monitoring: Counselors Funding Sources: MISC Parental Involvement - 211 ESEA, TI A IMP - 211.61.xxxx - \$2,421	Formative			Summative
	Sept	Nov	Feb	May
Strategy 2 Details	Reviews			
Strategy 2: Promote parental involvement by providing notice to parents of all students about school related activities to include district initiatives such as but not limited to STEAM Night, open house, meetings with the principal, and other events. Strategy's Expected Result/Impact: Flyers Campus Website Call Outs Social Media (Twitter) Staff Responsible for Monitoring: Counselors and Administrators ACE program and Project Vida Funding Sources: Parent Meetings - 211 ESEA, TI A IMP - 211.11.XXXX - \$2,420	Formative			Summative
	Sept	Nov	Feb	May
Strategy 3 Details	Reviews			
Strategy 3: Host Career Day luncheon in appreciation of parents and volunteers who provide services to all students. Strategy's Expected Result/Impact: Number of Career Day Presenters Staff Responsible for Monitoring: Counselors and Administration Funding Sources: Hospitality - 199 GENERAL FUND - 199.31.xxxx - \$800	Formative			Summative
	Sept	Nov	Feb	May

Strategy 4 Details	Reviews			
Strategy 4: Monthly Family Nights will be held to educate parents on various topics including but not limited to state assessments, content information, dangers of social media, drug prevention, positive parenting/peer relationships, and social emotional learning evens, activities. Snacks and/or materials will be provided as needed. Strategy's Expected Result/Impact: Attendance at Monthly Family Nights Sign In Sheets Staff Responsible for Monitoring: Counselors, teachers, and administration. Funding Sources: PFE Hospitality - 211 ESEA, TI A IMP - 211.61.XXXX - \$1,500	Formative			Summative
	Sept	Nov	Feb	May
Strategy 5 Details	Reviews			
Strategy 5: Parents will be provided with materials to help their students learn and succeed in their education and beyond, with support from their parents. Strategy's Expected Result/Impact: Attendance at Monthly Family Nights Sign In Sheets Staff Responsible for Monitoring: Counselors, teachers, ACE program, Project Vida and administration Funding Sources: PARENT Resource Materials - 211 ESEA, TI A IMP - 211.61.xxxx - \$3,568	Formative			Summative
	Sept	Nov	Feb	May
Strategy 6 Details	Reviews			
Strategy 6: Send out monthly newsletters to parents through the SMORE Communication Platform to increase parental involvement and communicate events and activities happening on campus. Strategy's Expected Result/Impact: Increase Parental Involvement Staff Responsible for Monitoring: Counselors, Instructional Leadership Team, and Administration Funding Sources: Software Renewal - 211 ESEA, TI A IMP - 211.61.XXXX - \$299	Formative			Summative
	Sept	Nov	Feb	May
No Progress  Accomplished  Continue/Modify  Discontinue				