

Mission CISD
Mission Jr. High
2023-2024 Campus Improvement Plan





Mission Statement

Mission CISD ensures a quality and equitable education for our community of learners by providing the necessary academic, social, physical, and technological knowledge and skills to become successful lifelong learners and productive citizens.

Vision

Mission CISD will prepare and inspire all students to be equipped to excel in the college and career of their choice, dominate 21st century skills in leadership, knowledge, language, and technology to compete in a global economy and serve as successful citizens in their community.

Table of Contents

Comprehensive Needs Assessment	5
Demographics	5
Student Learning	6
School Processes & Programs	7
Perceptions	8
Priority Problem Statements	9
Goals	11
Goal 1: All Mission CISD students will receive high quality curriculum and instruction to ensure College and Career Readiness.	11
Goal 2: Mission CISD will partner with parents and community to enhance student opportunities.	18
Goal 3: Mission CISD will recruit, select, and retain highly qualified personnel.	22
Goal 4: Mission CISD will maintain efficient operations teams to include the support of mental health, guidance and counseling, safe learning environment, technology, finance and facilities.	28
State Compensatory	37
Budget for Mission Jr. High	37
Personnel for Mission Jr. High	37
Title I Personnel	38
Campus Advisory Committee	39
Demographics: CNA	40
Student Learning: CNA	41
Perceptions: CNA	42
Processes & Programs: CNA	43
Campus Funding Summary	44

Comprehensive Needs Assessment

Demographics

Demographics Summary

We are a 6th – 8th grade open enrollment campus, where the Leader in Me Process is coupled with Capturing Kids Hearts to build future leaders through student success and located in central Mission, TX. Our extra-curricular programs serve all students. We currently serve 687 students with 98% Hispanic, 1.7% White, .1% African American, and .2% Asian. Our campus is composed of 74% economically disadvantaged, 28% English Language Learners, 6.9% Special Education, 19% Gifted Talented, and 45% at-risk. Academic gaps are more prevalent with Special Education and our English Language Learners. All content/elective teachers are certified in their assigned teaching assignment. We were unable to fill the vacancy for the math interventionist. We are 72 staff with 53 teachers, 9 support staff, 7 educational aides, 3 administrators and 3 counselors. 87% Hispanic, 12% White, and 2% two or more races, 25% male and 75% female, with 61% with 6 – 20 years.

Demographics Strengths

- Student:Teacher Ratio
- Staff Years Experience
- Capturing Kids Hearts Process
- Leader in Me Process
- Community/Business Partnerships

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Increase and sustain student enrollment **Root Cause:** Charter Schools

Problem Statement 2 (Prioritized): Attendance Rate **Root Cause:** Community Culture and Perception

Student Learning

Student Learning Summary

Data reports through Aware indicate our campus performed above district average on RP exams and BM exams. Student failures in each reporting period have decreased in comparison to last year. Prior to the pandemic, our accountability results were as follows: 2018: B with 6 distinctions and in 2019: B with 5 distinctions. Students have slowly acclimated to in-person instruction and accountability after remote learning.

2021-2022 resulted in a 79.4 overall score on TEA Accountability.

Student Learning Strengths

Campus has earned an 87 and 86 in the last 2 years of accountability through STAAR. Distinctions earned in those 2 years: Math, ELAR, SS, Post-secondary Readiness, Closing the Gaps, and Academic Growth and has been its top quartile from 2017-2019.

Our campus excels in 8th grade data in reading and math where most student growth occurs.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Reporting Period Failures **Root Cause:** Acclimation to accountability for learning and assignment due dates

Problem Statement 2 (Prioritized): Closing of Academic Gaps **Root Cause:** Continuity of in-person learning

School Processes & Programs

School Processes & Programs Summary

We have created campus-wide PLCs that address data, content areas, campus culture, and leadership attributes. Our campus has developed and utilizes a calendar for PD topics and PD meeting times. We embrace life-long learning and devote time and energy to book studies. Recent book studies have addressed delivery of instruction coupled with personal growth. We utilize campus-wide surveys to calibrate our programs and processes. We celebrate our staff with monthly recognitions, promote one another on a message board and provide reflective feedback through administrative walkthroughs.

School Processes & Programs Strengths

Campus-wide PLC committees

Interview committees allow for feedback on new hires

Data discussion guides drive decisions

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Implementation of strategies, techniques, knowledge acquired through PLCs. **Root Cause:** Continued, consistent communication

Problem Statement 2 (Prioritized): Campus acclimation of new teachers. **Root Cause:** Follow up of mentor teacher assignments.

Perceptions

Perceptions Summary

Our campus implements strategies to develop future leaders and strives to ensure restorative measures are taken. We have a campus wide incentive program, Good Life. We practice Capturing Kids Hearts coupled with Restorative Discipline. We have a discipline flow chart to help support teachers with classroom management. We also utilize Teach Like a Champion techniques to create campus and classroom procedures for discipline. Our campus offers UIL, Fine Arts, and Athletics as programs for students. We will also be developing an E-Sports class.

Perceptions Strengths

Campus Incentive Programs (Patriot Tickets/Store, Good Life)

Counseling presentations on various topics including bullying, safety, and David's Law

Discipline Flowchart and Campus Procedures

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): Student Suspensions **Root Cause:** Acclimation to campus culture and accountability after remote-learning

Problem Statement 2 (Prioritized): Implementation of Campus Incentive Program **Root Cause:** Consistency within campus to follow criteria of incentive program.

Priority Problem Statements

Problem Statement 1: Increase and sustain student enrollment

Root Cause 1: Charter Schools

Problem Statement 1 Areas: Demographics

Problem Statement 2: Attendance Rate

Root Cause 2: Community Culture and Perception

Problem Statement 2 Areas: Demographics

Problem Statement 3: Reporting Period Failures

Root Cause 3: Acclimation to accountability for learning and assignment due dates

Problem Statement 3 Areas: Student Learning

Problem Statement 4: Closing of Academic Gaps

Root Cause 4: Continuity of in-person learning

Problem Statement 4 Areas: Student Learning

Problem Statement 5: Implementation of strategies, techniques, knowledge acquired through PLCs.

Root Cause 5: Continued, consistent communication

Problem Statement 5 Areas: School Processes & Programs

Problem Statement 6: Campus acclimation of new teachers.

Root Cause 6: Follow up of mentor teacher assignments.

Problem Statement 6 Areas: School Processes & Programs

Problem Statement 7: Student Suspensions

Root Cause 7: Acclimation to campus culture and accountability after remote-learning

Problem Statement 7 Areas: Perceptions

Problem Statement 8: Implementation of Campus Incentive Program

Root Cause 8: Consistency within campus to follow criteria of incentive program.



Problem Statement 8 Areas: Perceptions





Goals






Goal 1: All Mission CISD students will receive high quality curriculum and instruction to ensure College and Career Readiness.

Performance Objective 1: The percent of all students and all student groups (GT, EB, SPED, Migrants, At-Risk, 504) that demonstrate growth as measured on STAAR in math and reading will increase to a component score of 80 by June 2024.

Evaluation Data Sources: STAAR

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Utilize intervention period (WIN) to address HB4545 requirements of Accelerated Instruction and monitor student data for growth through the use of Aware reports.</p> <p>Strategy's Expected Result/Impact: Incremental progress in student growth.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide/Purchase/Update instructional materials and supplies for all students in all content areas such as reading, mathematics, science, social studies, including ESL and special education.</p> <p>Strategy's Expected Result/Impact: Academic growth in all student groups</p> <p>Staff Responsible for Monitoring: Instruction and Assessment Strategist</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Optimize utilization of resources provided by the district to the campus due to failure to Domain 3 - Closing the Gaps/additional targets such as but not limited to instructional software, lesson plan guides, supplemental instructional resources.</p> <p>Strategy's Expected Result/Impact: Meet Domain 3 Requirments</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Add/Upgrade equipment and instructional supplies/materials for all student programs to increase academic achievement.</p> <p>Strategy's Expected Result/Impact: Instructional Technology Fluency</p> <p>Staff Responsible for Monitoring: Instruction and Assessment Strategist</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Provide Student Enrichment/Remediation Opportunities in order to encourage academic engagement and success.</p> <p>Strategy's Expected Result/Impact: Decrease in reporting period failures.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Evaluate academic success for students participating in the following existing special programs; Language Live, Summit K-12 for EB students, Accelerated Reader, Migrant Services, I -Station, Think Through Math, Study Island, and Achieve 3000.</p> <p>Strategy's Expected Result/Impact: Increase in student performance</p> <p>Staff Responsible for Monitoring: Instruction and Assessment Strategist</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			



Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Provide enrichment opportunities in core content for GT/Advanced, Migrant Learners to purchase materials to be used for activities such as UIL, Robotics, Pre-AP & AP courses, Destination Imagination Program, and the Texas Performance Standards Project.</p> <p>Strategy's Expected Result/Impact: Increased student success</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
	 70%		
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			






Goal 1: All Mission CISD students will receive high quality curriculum and instruction to ensure College and Career Readiness.

Performance Objective 2: Increase student performance to 80% in the core subject areas with additional support and priority for specific areas and targeted populations as assessed by STAAR by June 2024 for all students and all student groups (GT, EB, SPED, Migrants, At-Risk, 504)

High Priority




Evaluation Data Sources: STAAR

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide/Purchase/Update instructional materials and supplies in preparation for six week exams, benchmarks, STAAR, LAT, TELPAS, and common assessments (3 and 6 weeks)</p> <p>Strategy's Expected Result/Impact: Student success on RP/Common Assessment Exams</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Utilize Professional Learning Community (PLC) opportunities and readings to discuss effective learning methods to improve instruction for special education students and LEP students; Inclusion methods, Differentiated Instruction, Multi- Level Instruction, Flexible Grouping, and Coaching Methodologies.</p> <p>Strategy's Expected Result/Impact: Teacher Capacity in delivery of best practices</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Continue to implement the Main Road Maps curriculum documents in core subjects for grades 6-8, including unit assessments.</p> <p>Strategy's Expected Result/Impact: Sustained student success on STAAR proficiency.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
	N/A		
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Utilize intervention period (WIN) to address HB4545 requirements of Accelerated Instruction and monitor student data for growth through the use of Aware reports.</p> <p>Strategy's Expected Result/Impact: Incremental progress in student growth.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 1: All Mission CISD students will receive high quality curriculum and instruction to ensure College and Career Readiness.

Performance Objective 3: The percent of post-secondary performance on STAAR will increase to 55% by June 2024.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Utilize Professional Learning Community (PLC) opportunities and readings to discuss effective learning methods to improve instruction for special education students and LEP students; Inclusion methods, Differentiated Instruction, Multi- Level Instruction, Flexible Grouping, and Coaching Methodologies.</p> <p>Strategy's Expected Result/Impact: Teacher Capacity in delivery of best practices</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Utilize intervention period (WIN) to address HB4545 requirements of Accelerated Instruction and monitor student data for growth through the use of Aware reports.</p> <p>Strategy's Expected Result/Impact: Incremental progress in student growth,.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide Student Enrichment/Remediation Opportunities in order to encourage academic engagement and success.</p> <p>Strategy's Expected Result/Impact: Decrease in reporting period failures.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			



No Progress



Accomplished



Continue/Modify










Discontinue

Goal 2: Mission CISD will partner with parents and community to enhance student opportunities.








Performance Objective 1: Increase student enrollment from 678 students to 750 students by June 2024.

Evaluation Data Sources: Enrollment reports/student registrations

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Utilize The Leader in Me Process to promote development of student leaders through campus and community. Strategy's Expected Result/Impact: Increase student enrollment/attendance. Staff Responsible for Monitoring: Counselor</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Utilize campus-wide incentive program to promote campus culture, attendance, and academics. Strategy's Expected Result/Impact: Increase in student enrollment Staff Responsible for Monitoring: Counselor(s)</p> <p>ESF Levers: Lever 3: Positive School Culture Funding Sources: - 199 General Fund</p>	Formative		
	Nov	Feb	May
			
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Utilize Capturing Kids' Hearts and Restorative discipline to promote a positive campus culture. Strategy's Expected Result/Impact: Minimize the number of students with suspensions. Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
			
 No Progress  Accomplished  Continue/Modify  Discontinue			



Goal 2: Mission CISD will partner with parents and community to enhance student opportunities.






Performance Objective 2: Increase student ADA from 90.3 % in 2021-2022 to 95.5% by June 2024.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Utilize The Leader in Me Process to promote development of student leaders through campus and community. Strategy's Expected Result/Impact: Increase student enrollment/attendance. Staff Responsible for Monitoring: Counselor</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Utilize campus-wide incentive program to promote campus culture, attendance, and academics. Strategy's Expected Result/Impact: Increase in student enrollment Staff Responsible for Monitoring: Counselor(s)</p> <p>ESF Levers: Lever 3: Positive School Culture Funding Sources: - 199 General Fund</p>	Formative		
	Nov	Feb	May
			
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Utilize Capturing Kids' Hearts and Restorative discipline to promote a positive campus culture. Strategy's Expected Result/Impact: Minimize the number of students with suspensions. Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Mission CISD will partner with parents and community to enhance student opportunities.

Performance Objective 3: Provide learning sessions for families and community.




Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Promote attendance of parental conferences (in-person and virtually) addressing state and federal academic requirements to improve student achievement and parent accountability.</p> <p>Strategy's Expected Result/Impact: Community Collaboration</p> <p>Staff Responsible for Monitoring: Assistant Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Parent Liaison will conduct home visits, community meetings, and activities to promote student/parent involvement.</p> <p>Strategy's Expected Result/Impact: Community Collaboration</p> <p>Staff Responsible for Monitoring: Assistant Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Conduct Health Fairs and Career Fairs</p> <p>Strategy's Expected Result/Impact: Community Collaboration</p> <p>Staff Responsible for Monitoring: Assistant Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
	N/A		







Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Utilize parental involvement personnel to advocate positive communications between the community and district through various media.</p> <p>Strategy's Expected Result/Impact: Community Collaboration</p> <p>Staff Responsible for Monitoring: Assistant Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 3: Mission CISD will recruit, select, and retain highly qualified personnel.

Performance Objective 1: Schedule professional development for all stakeholders delivery of instruction, customer service, and leader development.

Evaluation Data Sources: Satisfaction Surveys




Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Conduct campus-wide PLCs (grade level meetings, vertical alignment meetings, horizontal alignment meetings). Strategy's Expected Result/Impact: Teacher development Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals -</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Utilize The Leader in Me Process to promote development of student leaders through campus and community. Strategy's Expected Result/Impact: Increase student enrollment/attendance. Staff Responsible for Monitoring: Counselor</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Participate in Reading Apprenticeship Strategy's Expected Result/Impact: Support Teacher Development Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Support staff development opportunities for all staff members on best practices across content areas and all student groups (GT, Migrant, EB, 504, SPED).</p> <p>Strategy's Expected Result/Impact: Support Teacher Development</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals -</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Support staff training and professional development to improve student behavior, academic success, attendance and discourage undesired behavior such as the use of drugs, vapes, alcohol, and self-harm.</p> <p>Strategy's Expected Result/Impact: Decrease in incident reports</p> <p>Staff Responsible for Monitoring: Counselors</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 199 General Fund, - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 3: Mission CISD will recruit, select, and retain highly qualified personnel.

Performance Objective 2: Provide professional development for staff working with special population students (emergent bilingual students, special education, at-risk, GT and Migrant students).

Evaluation Data Sources: LPAC minutes/TELPAS Proficiency

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Campus PLCs for support staff in sheltered instruction. Strategy's Expected Result/Impact: Closing of Academic Gaps Staff Responsible for Monitoring: Assistant Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math -</p> <p>Funding Sources: - 263 Title III, Part A EL/Immigrant</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide opportunities for professionals and paraprofessionals to attend local and state conferences. Strategy's Expected Result/Impact: High-Quality Instruction Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math -</p>	Formative		
	Nov	Feb	May
			
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Attend professional development for campus administrators to ensure proper ESL Program implementation. Strategy's Expected Result/Impact: High-Quality Instruction for EB students Staff Responsible for Monitoring: Assistant Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Nov	Feb	May
			



No Progress



Accomplished



Continue/Modify






Discontinue

Goal 3: Mission CISD will recruit, select, and retain highly qualified personnel.

Performance Objective 3: Provide professional development for staff in the area of technology including hardware, instructional platforms, social media, and communication.

Evaluation Data Sources: PD Surveys

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Campus-wide PLCs will include topics on technology. Strategy's Expected Result/Impact: Staff proficiency with instructional technology Staff Responsible for Monitoring: Instruction and Assessment Strategist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals -</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Utilize parent portal, campus website, and social media platforms for systemic communication. Strategy's Expected Result/Impact: Improved communication Staff Responsible for Monitoring: Librarian</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
			
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide opportunities for staff to attend local/state conferences and PD in the area of technology. Strategy's Expected Result/Impact: Staff proficiency in technology. Staff Responsible for Monitoring: Librarian,</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Funding Sources: - 211 Title I, Part A, - 199 General Fund</p>	Formative		
	Nov	Feb	May
			



No Progress



Accomplished



Continue/Modify









Discontinue

Goal 4: Mission CISD will maintain efficient operations teams to include the support of mental health, guidance and counseling, safe learning environment, technology, finance and facilities.

Performance Objective 1: Provide intervention strategies that support the mental and health, safety and wellness of all students.







Evaluation Data Sources: District Reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Utilize Capturing Kids' Hearts to promote a positive campus and classroom environment.</p> <p>Strategy's Expected Result/Impact: Minimized Student Suspensions</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Practice Restorative Discipline procedures and processes</p> <p>Strategy's Expected Result/Impact: Minimize student suspensions</p> <p>Staff Responsible for Monitoring: Counselor(s)</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
			
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Utilize Village in the Valley strategies to promote diversity and inclusiveness.</p> <p>Strategy's Expected Result/Impact: Positive Campus Culture</p> <p>Staff Responsible for Monitoring: Counselors</p>	Formative		
	Nov	Feb	May
	N/A		
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Mission CISD will maintain efficient operations teams to include the support of mental health, guidance and counseling, safe learning environment, technology, finance and facilities.

Performance Objective 2: Provide proactive strategies that support the social/emotional well-being of students through guidance and counseling.




Evaluation Data Sources: District Reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Counselors will conduct monthly presentations to students on topics such as: bullying, David's law, digital citizenship, cyberbullying, appropriate use of social media, college and career.</p> <p>Strategy's Expected Result/Impact: College and Career Readiness</p> <p>Staff Responsible for Monitoring: Counselors</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Counselors will work with classroom teachers to facilitate implementation of restorative discipline.</p> <p>Strategy's Expected Result/Impact: Positive campus culture</p> <p>Staff Responsible for Monitoring: Counselors</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Mission CISD will maintain efficient operations teams to include the support of mental health, guidance and counseling, safe learning environment, technology, finance and facilities.

Performance Objective 3: Utilize campus practices to promote CCMR for all students.

Evaluation Data Sources: District generated reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Attend monthly Leaver meetings to ensure the campus is complying with the state Leaver requirements.</p> <p>Strategy's Expected Result/Impact: Minimize student dropout rate</p> <p>Staff Responsible for Monitoring: Assistant Principal</p> <p>ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement the Response to Intervention (RTI) process to address the learning issues of all struggling students in an effort to reduce student failures at school.</p> <p>Strategy's Expected Result/Impact: Closing Academic Gaps</p> <p>Staff Responsible for Monitoring: Assistant Principal</p> <p>TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>-</p>	Formative		
	Nov	Feb	May
			
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide counseling and guidance services for all students to include higher education requirements and/or expectations of students entering in the workforce or post/secondary university education.</p> <p>Strategy's Expected Result/Impact: Minimize student dropout rate</p> <p>Staff Responsible for Monitoring: Assistant Principal, Counselor</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
			



No Progress



Accomplished









Continue/Modify



Discontinue

Goal 4: Mission CISD will maintain efficient operations teams to include the support of mental health, guidance and counseling, safe learning environment, technology, finance and facilities.




Performance Objective 4: Develop a district training curriculum on the utilization of software and reports to assist teachers with data analysis as relevant to campus needs.






Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Support curriculum integration activities by providing technology peripherals and software.</p> <p>Strategy's Expected Result/Impact: Increase student success</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement the use of mobile devices in the middle school 6-8 environment in order to deliver curriculum and enable students to read and promote literacy.</p> <p>Strategy's Expected Result/Impact: Increase student success</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: - 211 Title I, Part A</p>	Formative		
	Nov	Feb	May
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 4: Mission CISD will maintain efficient operations teams to include the support of mental health, guidance and counseling, safe learning environment, technology, finance and facilities.

Performance Objective 5: Utilize committees, systems, and budgets to ensure safety through campus operations, facilities, and technology,

Evaluation Data Sources: Budget reports, district generated timelines







Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Address security and safety audit findings. Strategy's Expected Result/Impact: Safe and secure environment. Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Review/analyze discipline referral data for proper deployment of safety and security resources and purchase resources based on findings. Strategy's Expected Result/Impact: Safe and secure environment. Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
			
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide mandatory school drills to prepare students and employees for responding to an emergency. Strategy's Expected Result/Impact: Safe Environment Staff Responsible for Monitoring: Assistant Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
		N/A	N/A

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Continue to attend training on the Texas Behavior Support Initiative (TBSI), Crisis Prevention Intervention (CPI), Satori Alternatives to Managing Agression (SAMA) components to school employees in order to address the provisions of the law for students under (IDEA).</p> <p>Strategy's Expected Result/Impact: Safe Environment</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Mission CISD will maintain efficient operations teams to include the support of mental health, guidance and counseling, safe learning environment, technology, finance and facilities.

Performance Objective 6: Utilize committees, systems, to support finances and facilities for the campus.







Evaluation Data Sources: Budget reports, district generated timelines

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Establish a committee to inspect the facilities and report the areas of need to administration</p> <p>Strategy's Expected Result/Impact: Safe School Environment. Staff Responsible for Monitoring: Assistant Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement a security audit of the campus's facilities at least once every three years</p> <p>Strategy's Expected Result/Impact: Safe School Environment. Staff Responsible for Monitoring: Assistant Principal</p>	Formative		
	Nov	Feb	May
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Mission CISD will maintain efficient operations teams to include the support of mental health, guidance and counseling, safe learning environment, technology, finance and facilities.

Performance Objective 7: Utilize committees, systems, and budgets to ensure current technology is being utilized.

Evaluation Data Sources: Budget reports, district generated timelines

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Assess the condition of facilities, equipment, furniture, and technology and remove and/or replace as needed.</p> <p>Strategy's Expected Result/Impact: Safe school environment</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Support curriculum integration activities by providing technology peripherals and software</p> <p>Strategy's Expected Result/Impact: Integrated instructional curriculum</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

State Compensatory

Budget for Mission Jr. High

Total SCE Funds: \$210,150.00

Total FTEs Funded by SCE: 5

Brief Description of SCE Services and/or Programs

At-risk counselor, intervention classes, and instructional supplies

Personnel for Mission Jr. High

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Annalisa Santana	Elective	1
Araceli Muniz	At-Risk Counselor	1
Jennifer Ayala	Literacy Interventionist	1
Jessica Gonzalez	Computer Aide	1
Vacancy	Literacy Interventionist	1

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Fred Gutierrez	Technician		1
Severo Garza	Instruction and Assessment Strategist		1

Campus Advisory Committee

Committee Role	Name	Position
Administrator	Jessica Dominguez	Principal
Classroom Teacher	Katella Anderson	8th SS
Classroom Teacher	Aissa Mirelez	8th Science
Classroom Teacher	Jennifer Condes	8th Math
Classroom Teacher	Anne Rodriguez	Band Director
Administrator	Christie Ayala	Assistant Principal
I&A	Leroy Martinez	I&A Strategist
Administrator	Belinda Hinojosa	Assistant Principal
Parent	Melinda Sanchez	Parent
Parent	Perla Guerra	Parent
Community Representative	Randy Perez	Community Representative
Non-classroom Professional	Esqueda Erica	Librarian
Counselor	Araceli Muniz	8th Grade Counselor
Classroom Teacher	Justine Martinez	Support Interventionist
Classroom Teacher	Eric Klippel	8th Grade RLA Teacher

Demographics: CNA

Committee Role	Name	Position
Administrator	Azucena Garza	Assistant Principal
Classroom Teacher	Justine Martinez	6th SS
Counselor	Cynthia Mendez	Counselor
Classroom Teacher	Katella Anderson	8th SS
Classroom Teacher	Adrian Carmona	PE Teacher
Classroom Teacher	Jennifer Ayala	Reading Interventionist
Classroom Teacher	Ysabel Garza	6th SS
Classroom Teacher	Eric Klippel	7th ELAR
Classroom Teacher	Rosa Longoria	8th ELAR
Classroom Teacher	Jose Hinojosa	CATE Teacher
Classroom Teacher	Analisa Santana	Elective Teacher
Classroom Teacher	Glenda Torres	7th SS
Classroom Teacher	Gabrielle Lerma	PE Teacher

Student Learning: CNA

Committee Role	Name	Position
Administrator	Adan Ramirez III	Principal
Counselor	Krystania Sanchez	Counselor
Classroom Teacher	Natalie Gutierrez	6th Math
Classroom Teacher	Agruelia Escalera	7th ELAR
Classroom Teacher	Jennifer Condes	8th Math
Classroom Teacher	Pamela Flores	PE Teacher
Classroom Teacher	Marissa De La Rosa	Special Education Teacher
Non-classroom Professional	Elizabeth Montalvo	Gear Up Facilitator
Classroom Teacher	Maria Gonzalez	6th ELAR
Classroom Teacher	James Mendoza	7th SS
Classroom Teacher	Aissa Mirelez	8th Science
Classroom Teacher	Aaron Leal	Health Teacher
Classroom Teacher	Jaime Sandoval	Special Education Teacher
Classroom Teacher	Yolin Rios	8th Science
Classroom Teacher	Penny Roper	Health Teacher

Perceptions: CNA

Committee Role	Name	Position
Counselor	Araceli Muniz	Counselor
Administrator	James Wilkins	Assistant Principal
Classroom Teacher	Norma Beas	6th Math
Classroom Teacher	Jason Espino	7th Science
Classroom Teacher	Carrie Gordon	8th ELAR
Classroom Teacher	Stephanie Garcia	Orchestra Teacher
Non-classroom Professional	Erica Esqueda	Librarian
Classroom Teacher	Jessica Lugo	6th ELAR
Classroom Teacher	Cynthia Salas	7th ELAR
Classroom Teacher	Jacqueline Perez	8th ELAR
Classroom Teacher	Elizabet Leal	Spanish Teacher
Classroom Teacher	Elizabeth Tuttle	Special Education Teacher
Classroom Teacher	Mike Sanéz	PE Teacher
Classroom Teacher	Sylvia Salinas	Art Teacher

Processes & Programs: CNA

Committee Role	Name	Position
I&A	Severo Garza	I&A Strategist
Classroom Teacher	Anne Rodriguez	Band Director
Classroom Teacher	Dana Briseno	6th Science
Classroom Teacher	Alicia Gaytan	7th Math
Classroom Teacher	David Land	8th SS
Classroom Teacher	Jose Guerra	Band Director
Classroom Teacher	Sally Plata	Special Education Teacher
Administrator	Adan Ramirez III	Principal
Classroom Teacher	Mercedes Zepeda	6th Science
Classroom Teacher	Irene Moya	CATE Teacher
Classroom Teacher	Amy Whitehouse	Choir Teacher
Classroom Teacher	Sonia Tamez	7th Math
Classroom Teacher	Jesus Razo	8th Math
Classroom Teacher	James Sanchez	CATE Teacher
Classroom Teacher	Ryan Wygant	Band Director

Campus Funding Summary

199 General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	2			\$0.00
2	2	2			\$0.00
3	1	5			\$0.00
3	3	3			\$0.00
Sub-Total					\$0.00

211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	1	2			\$0.00
1	1	3			\$0.00
1	1	4			\$0.00
1	1	5			\$0.00
1	1	6			\$0.00
1	2	1			\$0.00
1	2	2			\$0.00
1	2	3			\$0.00
1	2	4			\$0.00
1	3	1			\$0.00
1	3	2			\$0.00
1	3	3			\$0.00
2	1	1			\$0.00
2	2	1			\$0.00
2	3	1			\$0.00
2	3	2			\$0.00
3	1	2			\$0.00
3	1	3			\$0.00

211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	4			\$0.00
3	1	5			\$0.00
3	3	1			\$0.00
3	3	3			\$0.00
4	4	1			\$0.00
4	4	2			\$0.00
Sub-Total					\$0.00
263 Title III, Part A EL/Immigrant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	2	1			\$0.00
Sub-Total					\$0.00