



2012/2013

# CAMPUS IMPROVEMENT PLAN

Tornillo ISD | Tornillo Junior High School

# **Tornillo Junior High School**

## ***Campus Improvement Plan***

**2012-2013**

**December 2012**

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Date of School Board Approval

## Legal References

- *Each school **district** shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee. ( Section 11.251 of the Texas Education Code)*
- *Each school year, the principal of each school **campus**, with the assistance of the campus-level committee, shall develop, review, and revise the campus improvement plan for the purpose of improving student performance for all student populations, including students in special education programs under Subchapter A, Chapter 29, with respect to the academic excellence indicators adopted under Section 39.051 and any other appropriate performance measures for special needs populations. (Section 11.253 of the Texas Education Code)*

## Mission Statement

The mission of Tornillo Junior High is to educate and inspire all students in a safe and supportive environment which will result in closing the achievement gap by preparing all students for college readiness and success in a global society.

## Site-Based Decision Making Committee

<u>Name</u>	<u>Position</u>	<u>Signature</u>
ESTRADA, LISA	PRINCIPAL	
CAROL GANDARA	SCIENCE TEACHER	
CARMEN MIRANDA	ELA TEACHER	
SERGIO MORALES	SPANISH/ART TEACHER	
MANUELA NEGRETE	BUSINESS OWNER/COMMUNITY	
VELMA HERRERA	COMMUNITY IN SCHOOLS	
LARRY PORTILLO	SCIENCE TEACHER	
FRANK BUSTAMANTE	MATHEMATICS TEACHER	
REYMUNDO MUNOZ	MATHEMATICS TEACHER	
NATALIA SCHWARZ	ELA TEACHER	
PETER ANGUIANO	HISTORY TEACHER	
DANIEL LOPEZ	HISTORY TEACHER	
ELIZABETH CARRETO	CAREER TECHNOLOGY TEACHER	
ARLENE PORTILLO	SPECIAL ED TEACHER/PARENT	

# Comprehensive Needs Assessment

The Tornillo Junior High School (TJHS) Campus Improvement Plan (CIP) is created by the Site-Based Decision Making (SBDM) Committee utilizing data provided by the Texas Education Agency (TEA) and input from all involved and responsible parties. The data and input is used by the SBDM Committee to develop a plan to strategically target weaknesses and improve the overall effectiveness of the campus.

The following data was compiled by the SBDM Committee to address the needs of Tornillo Junior High School for the 2012/2013 school year.

<b>Areas of Concern</b>	
<b>Areas of Concern</b>	<b>Data Source</b>
Science: Grade 8	Academic Excellence Indicator System (AEIS)
Math: Grade 7 & 8	Academic Excellence Indicator System (AEIS)
Reading: Grade 7 & 8	Academic Excellence Indicator System (AEIS)
Special Populations: Limited English Proficient (LEP)	Academic Excellence Indicator System (AEIS)
Special Populations: Special Education (SpEd)	Academic Excellence Indicator System (AEIS); Program Data; Performance-Based Monitoring Analysis System (PBMAS)
Special Programs: Gifted and Talented (GT)	Participation in GT Programs; Teacher Input

# Comprehensive Needs Assessment

## TAKS Data:

### 7<sup>th</sup> Grade: Percentage of Students Who Passed Each Exam

	2009	2010	2011
<b>Reading</b>	76%	85%	68%
<b>Mathematics</b>	84%	85%	83%
<b>Writing</b>	86%	90%	82%

### 8<sup>th</sup> Grade: Percentage of Students Who Passed Each Exam

	2009	2010	2011
<b>Reading</b>	78%	82%	84%
<b>Mathematics</b>	85%	77%	83%
<b>Science</b>	78%	80%	87%
<b>Social Studies</b>	98%	99%	99%

### Sum of All Grades Tested: Percentage of LEP Students Who Passed Each Exam

	2009	2010	2011
<b>Reading</b>	17%	48%	32%
<b>Mathematics</b>	55%	69%	59%
<b>Writing</b>	27%	43%	20%
<b>Science</b>	36%	40%	36%
<b>Social Studies</b>	92%	95%	91%

The compiled data indicated weaknesses in 8<sup>th</sup> Grade Science and 8<sup>th</sup> Grade Math. The Tornillo Junior High School will focus on strengthening these weaknesses through collaboration and by tapping into available resources, in order to ensure success for all students. Our goal is to reach and maintain Advanced Academic Performance in accordance with the Texas Education Agency accountability ratings system.

# **State Compensatory Education**

## **State of Texas Student Eligibility Criteria for At-Risk:**

A student under 21 years of age and who:

1. Is in pre-kindergarten . grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument
5. Is pregnant or is a parent
6. Has been placed in an AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

## **Federal, State and Local Funding Sources**

Federal funding sources that will be integrated and coordinated with State and Local funds, in order to meet the needs of all students.

<b>Program/Funding Source</b>
<b>Federal Programs</b>
<i>Title 1, Part A</i>
<i>Title I, Part C (Migrant)</i>
<i>Title II, Part D (Technology)</i>
<i>Title III (LEP)</i>
<i>Title IV (Innovative)</i>
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<b>State Programs/Funding Source</b>
<i>General Funds</i>
<i>State Compensatory Education</i>
<i>Gifted/Talented</i>
<i>Special Education</i>
<i>Bilingual/ESL Program</i>
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<b>Local Programs/Funding Source</b>
<i>Grants (Texas Literacy Initiative or TLI)</i>



**State Budget Tornillo Junior High School  
Fiscal Year 2012/2013**

<b>Object Code</b>	<b>Description</b>	<b>Gifted &amp; Talented 21</b>	<b>Career &amp; Technology 22</b>	<b>Special Education 23</b>	<b>Bilingual Education 25</b>	<b>State Comp Ed 28</b>	<b>State Comp Ed 30</b>	<b>Totals</b>
6112	Substitutes							
6118	Extra Duty	\$ 250.00						\$ 250.00
6119	Professional Salaries			\$ 45,900.00		\$ 56,593.75		\$ 102,493.75
6121	Extra Duty-Support Personnel					\$ 1,200.00		\$ 1,200.00
6122	Substitutes-Support Personnel			\$ 100.00				\$ 100.00
6129	Paraprofessional Salaries			\$ 21,650.80		\$ 22,429.18		\$ 44,079.98
6139	Employee Allowances							\$ -
6141	Social Security/Medicare	\$ 3.63		\$ 987.14		\$ 1,169.57		\$ 2,160.34
6142	Group Health Insurance	\$ 16.99		\$ 3,500.00		\$ 5,673.56		\$ 9,190.55
6143	Worker's Compensation	\$ 1.58		\$ 426.20		\$ 508.17		\$ 935.95
6145	Unemployment Compensation	\$ 2.63		\$ 77.00		\$ 176.83		\$ 256.46
6146	Teacher Retirement/TRS Care	\$ 17.38		\$ 1,871.53		\$ 1,943.63		\$ 3,832.54
6339	Testing Materials	\$ 986.40			\$ 1,000.00			\$ 1,986.40
6392	Reserved for Future							\$ -
6395	Tech Equipment							\$ -
6399	Miscellaneous Supplies	\$ 5,239.85		\$ 1,000.00	\$ 200.00	\$ 500.00		\$ 6,939.85
	<b>Grand Totals</b>	<b>\$6,518.46</b>	<b>\$ -</b>	<b>\$75,512.67</b>	<b>\$1,200.00</b>	<b>\$90,194.69</b>		<b>\$173,425.82</b>



**Goal 1:** Improve student’s academic performance in all areas of the curriculum and develop appropriate student assessments that reflect the school’s desire to improve performance.

**Objective 1:** Improve Reading Comprehension and STAAR scores in the 7<sup>th</sup> grade by 10% over the previous year.

**Summative Evaluation:** 85% of the 7<sup>th</sup> grade students will pass the Reading STAAR test.

Data 2010-2011	All Students	H	W	AA	ED	LEP	Spec. Ed.	Male	Female
% Met Standard	108	67%	-	-	67%	7%	*	70%	66%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation	Summative
1. Monitor each student’s progress in learning the critical TEKS by examining results of common assessments and benchmarks	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Common Assessments; Benchmark Data	YES
2. Design and present lessons that follow research-proven teaching strategies such as Thinking Maps & other Differentiated Instruction (Study Island Program)	Teachers	Daily	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans	YES

3. Provide extended learning time for students in & after-school tutorials based on students who are unsuccessful in	Teachers	School Weekdays; Saturdays, as needed	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Student Sign-In Sheets	YES
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4. Teachers will work in teams to analyze data and plan for remediation on objectives not mastered by students	Teachers, SPED Teacher	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	AEIS; Gradebook; Benchmark Data; Common Assessment Data; Mock TAKS Data	YES
5. ELA Teachers will collaborate with each other to design and modify lessons for struggling learners	ELA Teachers; SPED Teacher	Bi-Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	RTI Tier I & II Interventions, Gradebook Benchmark data, Mock Exams, Daily Feedback systems (clickers, gradecam, etc...)	YES
6. Response to Intervention (3 Tier Model)	Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI, Region 19 Contracted Services	RTI Tier I & II Interventions, Gradebook Benchmark data, Mock Exams, Daily Feedback systems (clickers, gradecam, etc...) RTI Documentation	YES
7. Accelerated Reader: English in a Flash Program	ELA Teachers, Admin	Each 6 Weeks	Local, Title 1, Title 3; General Funds, TLI	Program Assessments	YES
8. Incorporate "Clickers" designed to provide teachers immediate feedback on daily questioning techniques to both teacher and students	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Daily Item Analysis, formal and informal grades, Benchmark data, Mock exams	YES

9. Incorporate “Gradecam” to assist teachers with immediate grading and providing immediate feedback to students and	Teachers	Daily, Weekly, Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI,	Daily Item Analysis, formal and informal grades, Benchmark data, Mock Exams	YES
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**Goal 1:** Improve student’s academic performance in all areas of the curriculum and develop appropriate student assessments that reflect the school’s desire to improve performance.

**Objective 2:** Improve Reading Comprehension and STAAR Reading scores in the 8<sup>th</sup> grade by a min of 10%, over the previous year.

**Summative Evaluation:** 85% of the 8<sup>th</sup> grade students will pass the Reading STAAR test.

Data 2011-2012	All Students	H %	W	AA	ED %	LEP %	Spec. Ed.	Male %	Female %
% Met Standard	101	84%	-	-	85%	33%	*	83%	87%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation	Summative
1. Monitor each student’s progress in learning the critical TEKS by examining results of common assessments	Teachers	Every Week	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Common Assessments; Benchmark Data	YES
2. Design and present lessons that follow research-proven teaching strategies such as Thinking Maps & other Differentiated Instruction(Study Island Program)	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans	YES

3. Provide extended learning time for students in after-school tutorials based on students who are unsuccessful in class	Teachers; Administration	School Weekdays; Saturdays, as needed	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Student Sign-In Sheets	YES
4. Teachers will work in teams to analyze data and plan for remediation on objectives not mastered by students	SPED Teacher	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	AEIS; Gradebook; Benchmark Data; Common Assessment Data; Mock TAKS Data	YES
5. ELA Teachers will collaborate with each other to design and modify lessons for struggling learners	ELA Teachers; SPED Teacher	Bi-Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	RTI Tier I & II Interventions	YES
6. Response to Intervention (3 Tier Model)	Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI, Region 19 Contracted Services	RTI Tier I & II Interventions, Gradebook Benchmark data, Mock Exams, Daily Feedback systems (clickers, gradecam, etc...) RTI Documentation	YES
7. Accelerated Reader: English in a Flash	ELA Teachers; Admin	Each 6 Weeks	Local, Title 1, Title 3; General Funds, TLI	Program Assessments	YES
8. Word Walls	Teachers; Administration	Daily	NA	Increase Student vocabulary in all content areas	YES
9. Incorporate "Clickers" designed to provide teachers immediate feedback on daily questioning techniques to both teacher and students	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Daily Item Analysis, formal and informal grades, Benchmark data, Mock exams	YES

10. Incorporate "Gradecam" to assist teachers with immediate grading and providing immediate feedback to students and teachers daily	Teachers	Daily, Weekly, Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI,	Daily Item Analysis, formal and informal grades, Benchmark data, Mock Exams	YES
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**Goal 1:** Improve student's academic performance in all areas of the curriculum and develop appropriate student assessments that reflect the school's desire to improve performance.

**Objective 3:** Improve Mathematics Skills and STAAR Math scores in the 7<sup>th</sup> grade by a min of 10% over the previous year.

**Summative Evaluation:** 80% of the 7<sup>th</sup> grade students will pass the Math STARR test.

Data 2011-2012	All Students	H	W	AA	ED	LEP	Spec. Ed.	Male	Female
% Met Standard	109	82%	-	-	81%	43%	-	84%	80%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation	Summative
1. Monitor each student's progress in learning the critical TEKS by examining results of teacher-made common assessments and campus benchmarks	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Common Assessments; Benchmark Data	YES
2. E Path Measuring Up & Study Island Programs	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Weekly Assessments/Reports	YES

3. Provide extended learning time for students in & after-school tutorials based on students who are being successful in class	Teachers; Admin	School Weekdays; Saturdays, as needed	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Student Sign-In Sheets Progress Reports	YES
4. Response to Intervention (3 Tier Model)	Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI, Region 19 Contracted Services	RTI Tier I & II Interventions, Gradebook Benchmark data, Mock Exams, Daily Feedback systems (clickers, gradecam, & RTI Documentation)	YES
5. Math teachers will read and analyze data each six weeks and re-teach objectives to groups of students as	MathTeachers; SPED Teacher	Every 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Benchmark Data; Scope and Sequence; Lesson Plans	YES
5. Identify students who are weak in arithmetic operations and require them to attend remediation/tutoring.	Math Teachers; SPED Teacher	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Student Sign-In Sheets	YES
6. Identify students who are unsuccessful on specific objectives (less than 75% of questions correct on specific objective) and require them to attend remediation	Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Student Sign-In Sheets	YES
7. Math teachers collaborate with each other to design and modify lessons for struggling learners	Math teachers; SPED Teacher	Bi-Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans	YES

8.Math teachers plan together for shared vision and clear focus	Math Teachers; SPED Teacher	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans	YES
9.Teachers will work in teams to analyze data and plan for remediation of objectives not mastered by students	Math Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans	YES
10.Principal will do random Walk-through visits to math classes to monitor the employment of research-driven strategies	Principal	Bi-Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	PDAS	YES

**Goal 1:** Improve student’s academic performance in all areas of the curriculum and develop appropriate student assessments that reflect the school’s desire to improve performance.

**Objective 4:** Improve Mathematics Skills and STAAR Math scores in the 8<sup>th</sup> grade by a min 10% over the previous year.

**Summative Evaluation:** 80% of the 8<sup>th</sup> grade students will pass the Math STAAR test.

Data 2010-2010	All Students	H	W	AA	ED	LEP	Spec. Ed.	Male	Female
% Met Standard	101 (83%)	83%	-	-	84%	44%	*	87%	80%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation	
1. Monitor each student’s progress in learning the critical TEKS by examining results of teacher-made tests and campus benchmarks	Teachers; Admin	Every 3 and 6 weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Common Assessments; Benchmark Data	YES



2. E PATH MEASURING UP & STUDY ISLAND PROGRAM	Teachers	Each 6 weeks	General Funds	Progress Reports Benchmarks	YES
3. Provide extended learning time for students in after-school tutorials based on students who are being unsuccessful in class	Teachers; Admin	School Weekdays; Saturdays, as needed	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Student Sign-In Sheets	YES
4. Math teachers will read and analyze data each six weeks and re-teach objectives to groups of students as needed	Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Benchmark Data; Scope and Sequence; Lesson Plans	YES
5. Identify students who are weak in arithmetic operations and require them to attend weekly tutoring and Saturday remediation. On this day students will engage in a fast-paced, need-based	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Student Sign-In Sheets	YES
6. Identify students who are unsuccessful on specific objectives (less than 75% of questions correct on specific objective) and require them to attend tutoring	Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Student Sign-In Sheets	YES
7. Math teachers collaborate with each other to design and modify lessons for struggling	Math teachers; SPED Teacher	Bi-Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans	YES

8. Math teachers plan together for shared vision and clear focus	Leadership Team; Math Teachers	Weekly on Wednesdays	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE,	Scope and Sequence; Lesson Plans	YES
9. Teachers will work in teams to analyze data and plan for remediation of objectives not mastered by students	Math Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans	YES
10. Principal will do random Walk-through visits to math classes to monitor the employment of research-driven strategies	Principal	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	PDAS	YES
11. Incorporate "Clickers" designed to provide teachers immediate feedback on daily questioning techniques to both teacher and students	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Daily Item Analysis, formal and informal grades, Benchmark data, Mock exams	YES
12. Incorporate "Gradecam" to assist teachers with immediate grading and providing immediate feedback to students and teachers daily	Teachers	Daily, Weekly, Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI,	Daily Item Analysis, formal and informal grades, Benchmark data, Mock Exams	YES

<b>13. Response to Intervention (3 Tier Model)</b>	<b>Teachers</b>	<b>Each 6 Weeks</b>	<b>Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI, Region 19 Contracted Services</b>	<b>RTI Tier I &amp; II Interventions, Gradebook Benchmark data, Mock Exams, Daily Feedback systems (clickers, gradecam, etc...) RTI Documentation</b>	<b>YES</b>
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**Goal 1:** Improve student’s academic performance in all areas of the curriculum and develop appropriate student assessments that reflect the school’s desire to improve performance.

**Objective 5:** Improve Writing Skills and STARR Writing scores in the 7<sup>th</sup> grade a min of 10% over the previous year.

**Summative Evaluation:** 90% of the 7<sup>th</sup> grade students will pass the Writing STAAR test.

Data 2011-2010	All Students	H	W	AA	ED	LEP	Spec. Ed.	Male	Female
% Met Standard	107 (82%)	83%	-	-	82%	15%	-	78%	86%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation	Summative
1. Monitor each student’s progress in learning the critical TEKS by examining results of common assessments and campus benchmarks	Teachers	Every 3 and 6 weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Common Assessments; Benchmark Data MOCK testing	YES
2. Design and present lessons that follow research-proven teaching strategies such as Thinking Maps& other differentiated instructional strategies to include Study Island & E PATH programs	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans	YES
3. Provide extended learning time for students in & after-school tutorials based on students who are being unsuccessful in class	Teachers; Admin	Weekdays; Saturdays, as needed	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Student Sign-In Sheets	YES

<p>4. ELA teachers will read and analyze data each six weeks and re-teach objectives to groups of students as needed</p>	<p>Teachers</p>	<p>Each 6 Weeks</p>	<p>Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI</p>	<p>Scope and Sequence; Lesson Plans</p>	<p>YES</p>
<p>5. Language Arts teachers will provide a Saturday writing workshop for ESL students. Other students demonstrating need in writing skills required for STAAR will be invited according to those scoring “1” or “2” on writing 2nd 6 weeks</p>	<p>Teachers</p>	<p>January; February</p>	<p>Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI</p>	<p>Writing Activities Essays</p>	<p>YES</p>
<p>6. ELA teachers collaborate with each other to design and modify lessons for struggling learners</p>	<p>ELA Teachers; SPED Teacher</p>	<p>Bi-Weekly</p>	<p>Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI</p>	<p>Scope and Sequence; Lesson Plans</p>	<p>YES</p>
<p>7. ELA teachers plan together for shared vision and clear focus</p>	<p>ELA Teachers; SPED Teacher</p>	<p>Weekly</p>	<p>Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI</p>	<p>Scope and Sequence; Lesson Plans</p>	<p>YES</p>
<p>8. Incorporate “Clickers” designed to provide teachers immediate feedback on daily questioning techniques to both teacher and students</p>	<p>Teachers</p>	<p>Weekly</p>	<p>Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI</p>	<p>Daily Item Analysis, formal and informal grades, Benchmark data, Mock exams</p>	<p>YES</p>

9. Incorporate “Gradecam” to assist teachers with immediate grading and providing immediate feedback to students and teachers daily	Teachers	Daily, Weekly, Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI,	Daily Item Analysis, formal and informal grades, Benchmark data, Mock Exams	YES
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**Goal 1:** Improve student’s academic performance in all areas of the curriculum and develop appropriate student assessments that reflect the school’s desire to improve performance.

**Objective 6:** Improve Science Skills and STAAR Science scores in the 8<sup>th</sup> grade by 10% over the previous year.

**Summative Evaluation:** 85% of the 8<sup>th</sup> grade students will pass the Science STAAR test.

Data 2008-2009	All Students	H	W	AA	ED	LEP	Spec. Ed.	Male	Female
% Met Standard	101 (84%)	84%	-	-	84%	31%	*	96%	71%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation	Summative
1. Monitor each student’s progress in learning the critical TEKS by examining results of teacher-made tests and campus benchmarks	Teachers	Weekly Each 3 and 6 weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Common Assessments; Benchmark Data	YES
2. Design and present lessons that follow research-proven teaching strategies such as Thinking Maps & other Differentiated Strategies (i.e. small group instructions/discussions , students are paired up) and Istation & Study Island Program	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans, Program Reports	YES

3. Provide extended learning time for students in & after-school tutorials based on students who are being unsuccessful in class	Teachers; Admin	School Weekdays; Saturdays, as needed	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Student Sign-In Sheets	YES
4. Hold extended time labs to address specific TEKS	Science Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Common Assessments; Benchmark Data	YES
5. Science teachers will read and analyze data each six weeks and re-teach objectives to groups of students as needed	Science Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans	YES
6. Science teachers collaborate with each other to design and modify lessons for struggling learners	Science Teachers; SPED Teacher	Bi-Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans	YES
7. Science teacher plan together for shared vision and clear focus	Science Teachers; SPED Teacher	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans	YES
8. Teachers will work in teams to analyze data and plan for remediation of objectives not mastered by students	Science Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Benchmark Data	YES

<p>9. Incorporate “Clickers” designed to provide teachers immediate feedback on daily questioning techniques to both teacher and students</p>	<p>Teachers</p>	<p>Weekly</p>	<p>Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI</p>	<p>Daily Item Analysis, formal and informal grades, Benchmark data, Mock exams</p>	<p>YES</p>
<p>10. Incorporate “Gradecam” to assist teachers with immediate grading and providing immediate feedback to students and teachers daily</p>	<p>Teachers</p>	<p>Daily, Weekly, Each 6 Weeks</p>	<p>Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI,</p>	<p>Daily Item Analysis, formal and informal grades, Benchmark data, Mock Exams</p>	<p>YES</p>
<p>6. Response to Intervention (3 Tier Model)</p>	<p>Science Teachers</p>	<p>Each 6 Weeks</p>	<p>Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI, Region 19 Contracted Services</p>	<p>RTI Tier I &amp; II Interventions, Gradebook Benchmark data, Mock Exams, Daily Feedback systems (clickers, gradecam, etc...) RTI Documentation</p>	<p>YES</p>



**Goal 1:** Improve student’s academic performance in all areas of the curriculum and develop appropriate student assessments that reflect the school’s desire to improve performance.

**Objective 7:** Improve Social Studies Skills and STAAR Social Studies scores in the 8<sup>th</sup> grade by 1% over the previous year.

**Summative Evaluation:** 90% of the 8<sup>th</sup> grade students will pass the Social Studies STAAR test.

Data 2011-2012	All Students	H	W	AA	ED	LEP	Spec. Ed.	Male	Female
% Met Standard	100 (99%)	99%		-	99%	92%	*	100%	98%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation	Summative
1. Monitor each student’s progress in learning the critical TEKS by implementing daily quizzes, examining results of teacher-made tests and campus benchmarks	Teachers	Each 3 and 6 weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Common Assessments; Benchmark Data Daily Section Quiz	YES
2. Design and present lessons that follow research-proven teaching strategies such as Thinking Maps & other differentiated instruction to include Study Island Program, Brain Pop	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans, Program Report	YES
3. Provide extended learning time for students in & after-school tutorials based on students who are being unsuccessful in class	Teachers; Admin	Weekdays; Saturdays as needed	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Student Sign-In Sheets	YES

4. Social Studies teachers will read and analyze data each six weeks and re-teach objectives to groups of students as needed	Social Studies Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans	YES
5. Social Studies teachers collaborate with each other to design and modify lessons for struggling learners	Social Studies Teachers; SPED Teacher	Bi-Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans	YES
6. Social Studies teachers plan together for shared vision and clear focus	Social Studies Teachers; SPED Teacher	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Scope and Sequence; Lesson Plans	YES
7. Incorporate “Clickers” designed to provide teachers immediate feedback on daily questioning techniques to both teacher and students	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Daily Item Analysis, formal and informal grades, Benchmark data, Mock exams	YES
8. Incorporate “Gradecam” to assist teachers with immediate grading and providing immediate feedback to students and teachers daily	Social Studies Teachers	Daily, Weekly, Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI,	Daily Item Analysis, formal and informal grades, Benchmark data, Mock Exams	YES
11. Response to Intervention (3 Tier Model)	Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI, Region 19 Contracted Services	RTI Tier I & II Interventions, Gradebook Benchmark data, Mock Exams, Daily Feedback systems (clickers, gradecam, etc...) RTI Documentation	YES

**Goal 1:** Improve student’s academic performance in all areas of the curriculum and develop appropriate student assessments that reflect the school’s desire to improve performance.

**Objective 8:** Increase the number of bilingual students passing all STAAR exams, including LAT.

**Summative Evaluation:** Data analysis derived from the 2011-2012 STAAR summary reports.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation	Summative
1. Forde-Ferrier Vocabulary Flash Cards (Science)	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Benchmark Data; Common Assessment Data; Mock STAAR Data	YES
2. Student Pairing	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Benchmark Data; Common Assessment Data; Mock STAAR Data	YES
3. Accelerated Reader: English in a Flash	ELA Teachers Admin/Tech	Each 6 weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Program Assessments	YES
4. LAT Accommodations, where allowed	Teachers	Daily	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Benchmark Data; Common Assessment Data; Mock STAAR Data	YES
5. TMSFA/ELPS	Teachers	Daily	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Benchmark Data; Common Assessment Data; Mock STAAR Data	YES
6. TMSDS/ELPS	Teachers	Daily	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Benchmark Data; Common Assessment Data; Mock STAAR Data	YES
7. STAAR Workbook	Teachers	Daily	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Benchmark Data; Common Assessment Data; Mock STAAR Data	YES

8. ESL Tutoring	ELA & Math Teachers	Daily	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Benchmark Data; Common Assessment Data; Mock STAAR Data	YES
9. Incorporate “Clickers” designed to provide teachers immediate feedback on daily questioning techniques to both teacher and students	Teachers	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Daily Item Analysis, formal and informal grades, Benchmark data, Mock exams	YES
10. Incorporate “Gradecam” to assist teachers with immediate grading and providing immediate feedback to students and teachers daily	Teachers	Daily, Weekly, Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI,	Daily Item Analysis, formal and informal grades, Benchmark data, Mock Exams	YES
12. Response to Intervention (3 Tier Model)	Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI, Region 19 Contracted Services	RTI Tier I & II Interventions, Gradebook Benchmark data, Mock Exams, Daily Feedback systems (clickers, gradecam, etc...) RTI Documentation	YES

**Goal 1:** Improve student’s academic performance in all areas of the curriculum and develop appropriate student assessments that reflect the school’s desire to improve performance.

**Objective 9:** Maintain STAAR, STAAR MODIFIED, STARR L numbers and increase passing rates on these tests.

**Summative Evaluation: STAAR Results**

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation	Summative
1. Forde-Ferrier Vocabulary Flash Cards	Teachers	Each 6 weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Benchmark Data; Common Assessment Data; Mock STAAR Data ARD/IEP/LPAC	YES
2. Use of Differentiated Strategies to include Student Pairing& the use of various remediation programs (i.e. Study Island, Icore, Epath, Istation)	Teachers	Each 6 weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Benchmark Data; Common Assessment Data; Mock STARR Data ARD/IEP/LPAC, Program Reports	YES
3. LAT Accommodations, where allowed	Teachers	Each 6 weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Benchmark Data; Common Assessment Data; Mock STARR Data. LPAC	YES
4. Individualized Allowable Accommodations for students in Special Programs	Teachers; SPED Teacher	Each 6 weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Benchmark Data; Common Assessment Data; Mock STAAR Data ARD/IEP	YES
13. Response to Intervention (3 Tier Model)	Teachers	Each 6 Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI, Region 19 Contracted Services	RTI Tier I & II Interventions, Gradebook Benchmark data, Mock Exams, Daily Feedback systems (clickers, gradecam, etc...) RTI Documentation	YES

**Goal 1: Improve student’s academic performance in all areas of the curriculum and develop appropriate student assessments that reflect the school’s desire to improve performance.**

**Objective 10: TJHS will increase health and fitness awareness to all students.**

**Summative Evaluation: Fitness and Health Reports**

<b>Activity/Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative</b>
1. Fitness Gram	Physical Education Teacher; Administration	Every Semester	NA	Student Reports	YES
2. Health Fair	District Nurse; Administration	May	Local Funds	Sign-in Sheets	No, work in progress. District did not have a nurse on staff at the time.
3. SHAC Meetings	District Nurse; Administration	Every Semester	NA	Minutes	No, work in progress. District did not have a nurse on staff at the time.
4. Improve Physical Education equipment to better serve students	Physical Ed Teacher; Administration	Every Semester	Texas Fitness Grant	Student Reports	YES
5. Hygiene Classes	District Nurse; Communities in School (CIS);	Every Semester	NA	Student Logs Permission Slips	No, District did not have a nurse or CIS on staff at the time.
6. Sex Education Awareness	District Nurse; Communities in School (CIS); District Counselor	Spring	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE	Student Surveys Sign-in Sheet	No, District did not have a nurse on staff at the time.

**Goal 2:** Improve and maintain high student attendance and support the Tornillo High School, Tornillo Junior High, and Tornillo Independent School District goals of student drop-out prevention.

**Objective 1:** Achieve a high attendance rate of 98%, for the upcoming academic school year.

**Summative Evaluation: PEIMS Report**

<b>Activity/Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative</b>
1. Monitor Attendance	Office Staff; Teachers; Administration	Daily	NA	Call logs PEIMS Report	YES
2. Parent Contacts	Office Staff; Teachers, Administration	Weekly	NA	PEIMS Report	YES
3. Student Contacts	Teachers; Administration	Weekly	NA	PEIMS REPORT Attendance Rosters	YES
4. Perfect Attendance Incentives	Administration; CIS	Each 6 weeks	General funds	PEIMS Report	YES
5. Attendance Summer School	Teachers; Administration	Summer 2011	Title I	Attendance Rosters	YES

**Goal 2:** Improve and maintain high student attendance and support the Tornillo High School, Tornillo Junior High, and Tornillo Independent School District goals of student drop-out prevention.

**Objective 2:** Establish school activities to maintain high attendance and support student drop-out prevention.

**Summative Evaluation: PEIMS Report**

<b>Activity/Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative</b>
1. University Representation Month	CIS; Teachers; Administration	May	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Student Participation; Online Student Survey	No, campus did not have a CIS at the time.
2. Incentive Program for students that meet self-assigned goals	CIS; Teachers; Administration	Daily	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Gradebook; Benchmark Data; Common Assessment Data; Mock TAKS Data	YES
3. Career Day	Teacher; Faculty and Staff; CIS	May	General Funds, , TLI	NA	YES



**Goal 3:** Establish and maintain an environment where all students, faculty, staff, and visitors feel safe, welcomed, informed, and appreciated.

**Objective 1:** Create awareness amongst faculty, staff, and students on: bullying, cyber-bullying, internet safety, dangers violence, and drug prevention.

**Summative Evaluation:** Administer and analyze surveys given to teachers and students from the campus at the end of the year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation	Summative
1. Presentations	Communities In Schools (CIS)	Each 6-Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Student Surveys	YES
2. Other Awareness Programs	Communities In Schools (CIS)	Each 6-Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Student Surveys	YES
3. Red Ribbon Week	Admin; Teachers; CIS	October	Local Funds	Student understanding, Sign-In Sheets, Participation	YES
4. School Safety Staff Development	Teachers; Administration	Every semester	Staff Development Fund	Sign-in sheets	YES
5. Fire/Code Blue Drills	Administration; Teachers; Local law enforcement; TISD security	Once every semester	NA	Timing and Security Assessment Report	YES
6. Internet Safety	TISD Technology Staff, Administration, Teacher, CIS	Daily	Local Funds	Internet safety pledge signed by both parents and students	YES
7. Parent Information Sessions	Communities in Schools (CIS)	Each 6-Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Sign-in Sheets	YES

<b>8. Student Incentive Award Assemblies</b>	<b>Communities in Schools (CIS)</b>	<b>Each 6-Weeks</b>	<b>Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI</b>	<b>Student Report Card</b>	<b>YES</b>
<b>9. Tips for Big Test</b>	<b>Communities in Schools (CIS)</b>	<b>Spring Semester</b>	<b>Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE</b>	<b>Sign-in Sheets</b>	<b>YES</b>
<b>10. Priorities Presentations</b>	<b>Communities in Schools (CIS)</b>	<b>Spring Semester</b>	<b>Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE</b>	<b>Sign-in Sheets</b>	<b>YES</b>
<b>11. Drunk Driving Awareness</b>	<b>Communities in Schools (CIS)</b>	<b>Fall Semester</b>	<b>Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE</b>	<b>Sign-in Sheets</b>	<b>YES</b>
<b>12. College Options Presentation</b>	<b>Communities in Schools (CIS)</b>	<b>Fall Semester</b>	<b>Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE</b>	<b>Sign-in Sheets/Surveys</b>	<b>YES</b>
<b>13. Do the Right Thing Essay Contest</b>	<b>Communities in School (CIS); English Department</b>	<b>Fall Semester</b>	<b>NA</b>	<b>Student Participation, Essays</b>	<b>YES</b>

**Goal 4:** Provide a welcoming environment for all parents to participate and cooperate with the faculty in the education and advancement of the students within the campus.

**Objective 1:** Strengthen the partnership between school members and Parents to increase student academic performance.

**Summative Evaluation:** Sign-in/Attendance sheets and Parent Contact Logs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation	Summative
1. University Representation Month	CIS; Teachers; Administration	May	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE	Student Participation; Online Student Survey; Parent Survey	No, did not have a CIS at the time.
2. Parent & Teacher Night and/or Conferences	CIS; Teachers; Administration	Each Semester; As required	General Fund	Parent Sign-In Sheet	YES
3. Teacher/Parent Contacts and Connect Ed. Phone Outreach	CIS; Teachers; Administration	Weekly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE	Contact Log Entries	YES
4. Parent Chat	Teachers; Admin; CIS	Twice a Semester	Community Funds	Sign- in sheets	YES
5. Coffee with the Principal	Administration	Each 6 weeks	Community Funds	Sign-in sheets	No, work in progress. One was held at the beginning of the year
6. Thanksgiving/XMAS Luncheon	Administration; Teachers	November December	Community Funds	Sign-in sheets	YES
7. Newsletters	Newsletter Club by Ms. Carreto	Monthly	NA	Student monthly product	YES

8. Military Needs Drive,	Communities in School (CIS); TJHS staff; TJHS students	Fall Semester	NA	Student Participation, Gift Baskets	YES
9. Thanksgiving Food Drive	Communities in School (CIS); TJHS staff; TJHS students	Fall Semester	NA	Student Participation Food Donation	YES
10. Toy Drive	Communities in School (CIS); TJHS staff; TJHS students	Fall Semester	NA	Student Participation Toy Donation	YES
11. Jacket Drive	Communities in School (CIS); TISD Staff	Fall Semester	NA	Student Participation Jacket Donations	YES

**Goal 5:** Create an environment where teachers are encouraged to collaborate, where staff development is available and encouraged, and where the campus supports every teacher being or becoming highly qualified.

**Objective 1:** Ensure that the faculty employed at Tornillo Junior High School is identified, by the state of Texas and No Child Left Behind regulations, to be “highly qualified”.

**Summative Evaluation:** Check staff status with the State of Texas to determine whether or not they are considered to be highly-qualified.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation	Summative
1. Administrative Monitoring	Administration	Yearly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	SBEC; AEIS; TEA; PDAS	YES
2. Staff Certificates of Professional Development Attendance	Administration; Teachers	Yearly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	PDAS	YES
3. Attracting high quality teachers through creative posting of teacher vacancies	Superintendent; Human Resource Dir.; Campus Administrators	Yearly	General Funds, Local Funds, State Funds Comp Ed Funds	Teacher Certifications	YES
4. Attending Job Fairs at Universities	Superintendent; Human Resource Dir.; Campus Administrators	Yearly	General Funds, Local Funds, State Funds Comp Ed Funds	Teacher Certifications	No, was not aware of local job fair presented by university; no staff need
5. District & campus incentives for being highly qualified – ie. Bilingual stipends, attendance bonus, trip incentive program, school-wide incentives for advanced academic performance on state tests	Superintendent; Human Resource Dir.; Campus Administrators	Yearly	General Funds, Local Funds, State Funds Comp Ed Funds	School Recognition Status Teacher Certifications	YES

<p><b>6. Teacher recognition – ie. Teacher of the Month, Teacher of the Year, etc...celebrations</b></p>	<p><b>Superintendent; Human Resources Dir.; Campus Administrators</b></p>	<p><b>Yearly</b></p>	<p><b>Gen Funds Local Funds State Funds Comp Ed Funds</b></p>	<p><b>Teacher Certifications</b></p>	<p><b>Yes – teacher recognitions every semester, teacher of the year, and teacher/staff appreciation week.</b></p>
<p><b>7. Public Teacher Web Pages advertising student successes and Teacher satisfaction</b></p>	<p><b>Present Teachers</b></p>	<p><b>Yearly</b></p>	<p><b>Gen Funds Local Funds State Funds Comp Ed Funds</b></p>	<p><b>Web Pages</b></p>	<p><b>YES</b></p>

**Goal 5:** Create an environment where teachers are encouraged to collaborate, where staff development is available and encouraged, and where the campus supports every teacher being or becoming highly qualified.

**Objective 2:** Encourage growth of educators through training in non-traditional instructional strategies, with the support of campus administration.

<b>Activity/Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative</b>
1. Promote membership in academic organizations	Administration; Teachers	Yearly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE	Teacher Certificates	YES
2. Encourage participation in personal growth activities	Administration; Teachers	Yearly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Experiences & application of learned activities	YES
3. Staff development; Academic Growth	Administration; Teachers	Yearly	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Teacher Certificates	YES
4. Provide Technology Training	TISD Technology Staff; Administration; Teachers	Each 6-Weeks	Sp. Ed. Funds; Bilingual Funds; Title 1; Title 3; Title 4; General Funds; SCE, TLI	Teacher Certificates	YES
5. Faculty Meetings/Daily Email	Administration	Monthly	NA	Sign-in sheets	YES
6. Department Meetings	Administration Teachers	Weekly	NA	Sign-in sheets PACT minutes	YES