

Elgin Middle School

Campus Improvement Plan 2008-2009

2008-09

The mission of Elgin Middle School is to provide a high quality education for all students in a safe learning environment.

Goal 1: Increased Student Achievement in Math will be measured by the TAKS scores from the Spring 2009 testing. The improvement shall be measured in the following subgroups: All Students; African American; Hispanic; White; Economically Disadvantaged; Special Education; Limited English Proficient.

Correlates with:

State Goals			
2) Performance - Mathematics			
State Objectives			
2) Student Potential	6) School Personnel	8) School Environment	
Effective School Correlates			
2) Climate of High Expectations for Success	3) Instructional Leadership	5) Opportunity to Learn and Student Time on Task	6) Frequent Monitoring of Student Progress
Title I - Schoolwide Programs			
3) Instructional	4) Professional Development	5) Professional Staff	9) Identify and Assist with Student Difficulties
10) Federal, State, and Local Programs			

Indicator: TAKS Math

Grade: All

Group	Current Performance ACCOUNTABILITY DATA		Desired Performance LONG TERM STATE OBJECTIVES		Desired Performance ANNUAL OBJECTIVES	
	Rate	Year	Rate	Year	Rate	Year
All Students	77%	2008	≥ 100%	2013-14	≥ 81.6%	2009
African American	70%	2008	≥ 100%	2013-14	≥ 76%	2009
Economically Disadvantaged	69%	2008	≥ 100%	2013-14	≥ 75.2%	2009
Hispanic	70%	2008	≥ 100%	2013-14	≥ 76%	2009
White	90%	2008	≥ 100%	2013-14	≥ 92%	2009
Special Ed.	37%	2008	≥ 100%	2013-14	≥ 49.6%	2009
LEP	53%	2008	≥ 90%	2013-14	≥ 60.4%	2009

Strategies

Goal 1 - Strategy 1 Instructional Specialist at Elgin MS			
<p>Leader(s): David Bell/Keya Chakraborty</p> <p>Leader Progress Report Dates: October December February April</p>	<p>Brief Description: An Instructional Specialist, Keya Chakraborty, will work the each math teacher at Elgin Middle School and assist in establishing improvement in math. The assistance will be in the areas of professional development, instructional strategies, resources, data collection, lesson planning, and professional growth.</p>		<p>Evaluation Benchmark: Observations Data from scheduled testing</p>
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount</p> <p style="border-top: 1px solid black;">\$0.00</p> <p style="border-top: 1px solid black;">\$0.00</p>
<p>Timeline</p>			

Goal 1 - Strategy 2 Math Enrichment Classes			
<p>Leader(s): David Bell</p> <p>Leader Progress Report Dates: November February April</p>	<p>Brief Description: Creation of "Math Enrichment" classes as part of the daily schedule. Students who scored between 1900 - 2100 on the 2008 TAKS Test in Math were selected to take this elective course. This class serves in addition to the Math class the students are already taking.</p>		<p>Evaluation Benchmark: Benchmark Testing Observation Lesson Plans</p>
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount \$0.00 <hr/>\$0.00</p>
<p>Timeline</p>			

Goal 1 - Strategy 3 Implementation of New Century Software Program			
<p>Leader(s): David Bell / Keya Chakraborty / Ann Satrum</p> <p>Leader Progress Report Dates: November February</p>	<p>Brief Description: Implementation of the New Century software program. Students use this self-paced program in a campus computer lab to improve their basic math skills.</p>	<p>Evaluation Benchmark: Testing from New Century Observation</p>	
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount</p> <hr style="width: 50%; margin-left: auto; margin-right: 0;"/> <p>\$0.00 \$0.00</p>
Timeline			

Goal 1 - Strategy 4 Implementation of KILGO			
<p>Leader(s): David Bell / Math Department Head</p> <p>Leader Progress Report Dates: November January March</p>	<p>Brief Description: Staff development in Kilgo Data Driven Decision Making training. Teachers will use data to find common strands of weaknesses of the curriculum according to individual objectives as it pertains to TAKS results.</p>	<p>Evaluation Benchmark: Data Observation Lesson Plans Planned Meetings</p>	
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount \$0.00 <hr/>\$0.00</p>
<p>Timeline</p>			

Goal 1 - Strategy 5				Implementation of INOVA			
Leader(s): David Bell/Math Department head/Keya Chaka		Brief Description: Continue implementation of the INOVA system and continuous professional development for teachers. The INOVA program provides teachers with annual student scoring patterns, reachable goals for each student, intervention strategies, and predictions of possible future scores. This program is a catalyst in individualized, differentiated instruction.		Evaluation Benchmark: Observation Lesson Plans Testing			
Leader Progress Report Dates: January February March April							
Resources Required: None		FTE's Required: Number of FTE's: None None Cost: None		Source of Funds: None		Amount	
						\$0.00	
						<hr/> \$0.00	
Timeline							

Goal 1 - Strategy 6		Materials/Resources	
<p>Leader(s): David Bell/Keya Chakraborty</p> <p>Leader Progress Report Dates: monthly</p>	<p>Brief Description: Purchase and use of resources and manipulatives to be used ifor development a variety of instructional techniques each math class.</p>	<p>Evaluation Benchmark: Lesson Plans Observation</p>	
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount</p> <hr style="width: 100%;"/> <p>\$0.00 \$0.00</p>
<p>Timeline</p>			

Goal 1 - Strategy 7 Academy of Excellence - Tutoring			
<p>Leader(s): David Bell</p> <p>Leader Progress Report Dates: March April July</p>	<p>Brief Description: Implementation of "Academy of Excellence" for students. This school wide tutoring program serves as an individualized instruction for all students, especially those students who scored between 1900 - 2150 on the 2008 TAKS test and benchmark data. INOVA data is used to recruit students into the program. Food and transportation are provided for this free service. Communication is made by phone and through letters to parents.</p>		<p>Evaluation Benchmark: Individual TAKS test results Observation</p>
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount</p> <p>\$0.00</p> <hr/> <p>\$0.00</p>
<p>Timeline</p>			

Goal 1 - Strategy 8		Instructional Coach	
<p>Leader(s): David Bell/Genese Bell</p> <p>Leader Progress Report Dates: Weekly Progress report</p> <p>NEW INITIATIVE</p>	<p>Brief Description:</p> <p>Instructional coaching involves job embedded staff development. The instructional coach observes lessons in the classroom looking for student and teacher behaviors. The coach often models research based instructional techniques for classroom teachers. Classroom teachers demonstrate mastery or the implementation of the instructional techniques.</p> <p>The instructional coach also works with the teachers on planning lessons for instruction. By examining the activities the instructional coach and the teacher may shorten specific units of study based on the demand of the TEKS and the TAKS test.</p>		<p>Evaluation Benchmark:</p> <p>PDAS Evaluations Benchmark Exams TAKS</p>
<p>Resources Required:</p> <p>District Coordinator</p> <p>District Admin. Staff</p>	<p>FTE's Required:</p> <p>Number of FTE's: None</p> <p>None</p> <p>Cost: None</p>	<p>Source of Funds:</p> <p>None</p>	<p>Amount</p> <p>\$0.00</p> <hr/> <p>\$0.00</p>
<p>Timeline</p>			

Goal 1 - Strategy 9				Quality Instruction for all Students	
Leader(s): Bell/Math & SpED Department Chair		Brief Description: Ensure all students, including all special populations, receive quality, grade-level instruction in regular-ed classrooms with support and reinforcement from special education teachers.		Evaluation Benchmark: Benchmarks TAKS	
Leader Progress Report Dates: October January May					
<i>NEW INITIATIVE</i>					
Resources Required: None		FTE's Required: Number of FTE's: None None Cost: None		Source of Funds: None	
				Amount	
				\$0.00	
				<hr style="width: 100%;"/>	
				\$0.00	
Timeline					

Goal 2: Increased student achievement in Reading/ELA will be measured by the TAKS scores from the Spring 2009 testing. The improvement shall be measured in the following subgroups: All students; African American; Hispanic; White; Economically Disadvantaged; Special Education; Limited English Proficient.

Correlates with:

State Goals			
1) Performance - English			
State Objectives			
4) Curriculum	6) School Personnel	8) School Environment	
Effective School Correlates			
2) Climate of High Expectations for Success	5) Opportunity to Learn and Student Time on Task	6) Frequent Monitoring of Student Progress	
Title I - Schoolwide Programs			
3) Instructional	4) Professional Development	5) Professional Staff	10) Federal, State, and Local Programs

Indicator: TAKS Writing

Grade: All

Group	Current Performance ACCOUNTABILITY DATA		Desired Performance LONG TERM STATE OBJECTIVES		Desired Performance ANNUAL OBJECTIVES	
	Rate	Year	Rate	Year	Rate	Year
All Students	83%	2008	≥ 100%	2013-14	≥ 86.4%	2009
African American	86%	2008	≥ 100%	2013-14	≥ 88.8%	2009
Economically Disadvantaged	75%	2008	≥ 100%	2013-14	≥ 80%	2009
Hispanic	77%	2008	≥ 100%	2013-14	≥ 81.6%	2009
White	90%	2008	≥ 100%	2013-14	≥ 92%	2009

Strategies

Goal 2 - Strategy 1 Instructional Specialist for ESL/Bilingual			
<p>Leader(s): David Bell/Peter Perez</p> <p>Leader Progress Report Dates: monthly</p>	<p>Brief Description: An instructional specialist will work with the district principals to assure support for the subpopulation of ESL/Bilingual students. This specialist will guide teachers in strategies to meet the needs of these students, provide professional development, and ensure continuous instructional improvement at Elgin Middle School.</p>	<p>Evaluation Benchmark: Observation</p>	
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount \$0.00 <hr/>\$0.00</p>
<p>Timeline</p>			

Goal 2 - Strategy 2 Implementation of INOVA			
<p>Leader(s): David Bell</p> <p>Leader Progress Report Dates: January February March April</p>	<p>Brief Description: Continue implementation of the INOVA system and continuous professional development for teachers. The INOVA program provides teachers with annual student scoring patterns, reachable goals for each student, intervention strategies, and predictions of possible future scores. This program is a catalyst in individualized, differentiated instruction.</p>	<p>Evaluation Benchmark: Observation Lesson Plans Meetings Programs</p>	
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount</p> <p style="border-top: 1px solid black;">\$0.00</p> <p style="border-top: 1px solid black;">\$0.00</p>
<p>Timeline</p>			

Goal 2 - Strategy 3 Academy of Excellence - Tutoring			
<p>Leader(s): David Bell</p> <p>Leader Progress Report Dates: March April July</p>	<p>Brief Description: The Academy of Excellence is a tutoring program in which the INOVA data will be used to recruit all students, especially those who scored between 1900 - 2100 on the 2008 TAKS and Benchmark testing. This program offers individualized practical tutoring based on specific needs of students. Transportation, food, and parental contact are all a part of this free service.</p>		<p>Evaluation Benchmark: Test Scores Observation</p>
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount</p> <p>\$0.00</p> <hr/> <p>\$0.00</p>
<p>Timeline</p>			

Goal 2 - Strategy 4 Implementation of KILGO			
<p>Leader(s): David Bell</p> <p>Leader Progress Report Dates: November January March</p>	<p>Brief Description: Staff development in Kilgo Data Driven Decision Making training. Teachers will use data to find common strands of weaknesses of the curriculum according to individual objectives as it pertains to TAKS results.</p>	<p>Evaluation Benchmark: Observation Lesson Plans</p>	
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount \$0.00 <hr/>\$0.00</p>
<p>Timeline</p>			

Goal 2 - Strategy 5 Sheltered Instruction Classes			
<p>Leader(s): David Bell/Peter Perez</p> <p>Leader Progress Report Dates: monthly</p>	<p>Brief Description:</p> <p>The Sheltered Instruction classes are for the benefit of English Language Learners. The teachers are trained to meet the needs of these students by way of differentiated instruction, visual aids, charts, graphs, specific vocabulary, tangible lessons, and student grouping strategies. These classes pertain specifically to math, science, social studies, reading, and ELA. The Sheltered Instruction teachers will be training specifically in the SIOP method,</p>		<p>Evaluation Benchmark:</p> <p>Observation Lesson Plans Continued Professional Development</p>
<p>Resources Required: None</p>	<p>FTE's Required:</p> <p>Number of FTE's: None</p> <p>None</p> <p>Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount</p> <p>\$0.00</p> <hr/> <p>\$0.00</p>
<p>Timeline</p>			

Goal 2 - Strategy 6				Implementation of New Century Software	
Leader(s): David Bell		Brief Description: This software program benefits all students, especially English Language Learners. This self-paced program allows students to work independently and provides assessments for each student. Students use the New Century program in a computer lab and are assisted by teachers and collaborative personnel.		Evaluation Benchmark: Observation Data Test Results	
Leader Progress Report Dates: November February April					
Resources Required: None	FTE's Required: Number of FTE's: None None Cost: None	Source of Funds: None		Amount	
				\$0.00	
				\$0.00	
Timeline					

Goal 3: Science student achievement shall be measured by 2009 TAKS results. The improvement will be measured in the following sub-groups: All students; African American; Hispanic; White; Economically Disadvantaged; Special Education; and Limited English Proficient.

Correlates with:

State Goals

3) Performance - Science

State Objectives

2) Student Potential

4) Curriculum

6) School Personnel

Title I - Schoolwide Programs

3) Instructional

4) Professional Development

Indicator: TAKS Science

Grade: All

Group	Current Performance ACCOUNTABILITY DATA		Desired Performance LONG TERM STATE OBJECTIVES		Desired Performance ANNUAL OBJECTIVES	
	Rate	Year	Rate	Year	Rate	Year
All Students	55%	2008	≥ 90%	2013-14	≥ 62%	2009
African American	46%	2008	≥ 90%	2013-14	≥ 54.8%	2009
Economically Disadvantaged	43%	2008	≥ 90%	2013-14	≥ 52.4%	2009
Hispanic	42%	2008	≥ 90%	2013-14	≥ 51.6%	2009
White	77%	2008	≥ 90%	2013-14	≥ 79.6%	2009

Strategies

Goal 3 - Strategy 1				Implementation of INOVA	
<p>Leader(s): David Bell</p> <p>Leader Progress Report Dates: January March</p>	<p>Brief Description: Continue implementation of the INOVA system and continuous professional development for teachers. The INOVA program provides teachers with annual student scoring patterns, reachable goals for each student, intervention strategies, and predictions of possible future scores. This program is a catalyst in individualized, differentiated instruction.</p>		<p>Evaluation Benchmark: Lesson Plans Observation Tutoring</p>		
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount</p> <p style="border-top: 1px solid black;">\$0.00</p> <p>\$0.00</p>		
Timeline					

Goal 3 - Strategy 2 Alignment of Curriculum			
<p>Leader(s): David Bell/Department head</p> <p>Leader Progress Report Dates: October December February April</p>	<p>Brief Description: The Science department will implement CScope emphasizing on student center activities and hands on learning.</p>	<p>Evaluation Benchmark: Lesson Plans Curriculum Guides</p>	
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount \$0.00 <hr/>\$0.00</p>
<p>Timeline</p>			

Goal 3 - Strategy 3 Science Materials and Resources			
<p>Leader(s): David Bell</p> <p>Leader Progress Report Dates: December May</p>	<p>Brief Description: Materials such as kits, tangible items, manipulatives, and resources will be provided for aligned instruction with the science TEKS.</p>	<p>Evaluation Benchmark: Observation Lesson Plans</p>	
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount \$0.00 <hr/>\$0.00</p>
<p>Timeline</p>			

Goal 3 - Strategy 4 Implementation of KILGO			
<p>Leader(s): David Bell</p> <p>Leader Progress Report Dates: December May</p>	<p>Brief Description: Staff development in Kilgo Data Driven Decision Making training. Teachers will use data to find common strands of weaknesses of the curriculum according to individual objectives as it pertains to TAKS results.</p>	<p>Evaluation Benchmark: Observation Teacher Input</p>	
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount</p> <hr style="width: 50%; margin-left: auto; margin-right: 0;"/> <p>\$0.00 \$0.00</p>
Timeline			

Goal 3 - Strategy 5 Instructional Coaching			
<p>Leader(s): David Bell/Genese Bell/Department Head</p> <p>Leader Progress Report Dates: Weekly</p>	<p>Brief Description:</p> <p>Instructional coaching involves job embedded staff development. The instructional coach observes lessons in the classroom looking for student and teacher behaviors. The coach often models research based instructional techniques for classroom teachers. Classroom teachers demonstrate mastery or the implementation of the instructional techniques.</p> <p>The instructional coach also works with the teachers on planning lessons for instruction. By examining the activities the instructional coach and the teacher may shorten specific units of study based on the demand of the TEKS and the TAKS test.</p>	<p>Evaluation Benchmark:</p> <p>PDAS Evaluations Benchmark Exams TAKS</p>	
<p>Resources Required:</p> <p>None</p>	<p>FTE's Required:</p> <p>Number of FTE's: None None Cost: None</p>	<p>Source of Funds:</p> <p>None</p>	<p>Amount</p> <p>\$0.00</p> <hr/> <p>\$0.00</p>
Timeline			

Goal 4: Social Studies student achievement will be measured by 2009 TAKS results. Improvement will be measured in the following sub-groups: All students; African American; Hispanic; White; Economically Disadvantaged; Special Education; and Limited English Proficient.

Correlates with:

State Goals			
4) Performance - Social Studies			
State Objectives			
4) Curriculum	6) School Personnel	8) School Environment	
NCLB/ESEA Goals and Indicators			
1) Students will Reach High Standards			
Title I - Schoolwide Programs			
2) Student Opportunities	3) Instructional	4) Professional Development	10) Federal, State, and Local Programs

Indicator: TAKS Social Studies

Grade: All

Group	Current Performance ACCOUNTABILITY DATA		Desired Performance LONG TERM STATE OBJECTIVES		Desired Performance ANNUAL OBJECTIVES	
	Rate	Year	Rate	Year	Rate	Year
All Students	86%	2008	≥ 100%	2013-14	≥ 88.8%	2009
African American	78%	2008	≥ 100%	2013-14	≥ 82.4%	2009
Economically Disadvantaged	82%	2008	≥ 100%	2013-14	≥ 85.6%	2009
Hispanic	80%	2008	≥ 100%	2013-14	≥ 84%	2009
White	97%	2008	≥ 100%	2013-14	≥ 97.6%	2009

Strategies

Goal 4 - Strategy 1 Implementation of Curriculum Scope and Sequence			
Leader(s): David Bell/Department head Leader Progress Report Dates: October December January March	Brief Description: The Science department will implement CScope emphasizing on student center activities and hands on learning.	Evaluation Benchmark: Observation Lesson Plans	
Resources Required: None	FTE's Required: Number of FTE's: None None Cost: None	Source of Funds: None	Amount \$0.00 <hr style="width: 50%; margin: 0 auto;"/> \$0.00
Timeline			

Goal 4 - Strategy 2 Implementation of INOVA			
<p>Leader(s): David Bell</p> <p>Leader Progress Report Dates: January February March April</p>	<p>Brief Description: The Social Studies teachers will use the INOVA data of student TAKS performance in reading from the 2008 school year to determine strengths and weaknesses of individual students. Lessons and tutorials will be created in order to ensure student success in meeting the needed objectives in reading as it pertains to achievement on the Social Studies portion of the TAKS test.</p>		<p>Evaluation Benchmark: Observation Lesson Plans</p>
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount</p> <p style="border-top: 1px solid black;">\$0.00</p> <p>\$0.00</p>
<p>Timeline</p>			

Goal 4 - Strategy 3 Implementation of KILGO			
<p>Leader(s): David Bell/Department Head</p> <p>Leader Progress Report Dates: November January March</p>	<p>Brief Description: The Social Studies teachers will use the KILGO system of data driven decision process in order to focus on needs of students. Lessons will be created in order to ensure student success in Social Studies.</p>	<p>Evaluation Benchmark: Lesson Plan Calendar Observation</p>	
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount \$0.00 <hr/>\$0.00</p>
Timeline			

Goal 5: Staff will demonstrate a positive morale through improved attendance and higher teacher retention.

Correlates with:

State Objectives		
2) Student Potential	6) School Personnel	8) School Environment
Effective School Correlates		
2) Climate of High Expectations for Success	3) Instructional Leadership	6) Frequent Monitoring of Student Progress

Strategies

Goal 5 - Strategy 1				Improve staff morale and school climate			
Leader(s): David Bell		Brief Description: Staff will demonstrate a positive morale through better attendance and better retention.		Evaluation Benchmark: Observation			
Leader Progress Report Dates: October March							
Resources Required: None		FTE's Required: Number of FTE's: None None Cost: None		Source of Funds: None		Amount	
						<u>\$0.00</u>	
						\$0.00	
Timeline							

Goal 6: Parents and community members will participate in school activities.

Correlates with:

State Objectives
2) Student Potential 6) School Personnel 7) Student Performance

Strategies

Goal 6 - Strategy 1 Extra Curricular Activities			
<p>Leader(s): David Bell</p> <p>Leader Progress Report Dates: monthly</p>	<p>Brief Description: The sponsors and coaches of clubs, organizations, and athletic teams will be sent to professional development opportunities in order to better ensure student success in co-curricular activities. Furthermore, sponsors and coaches will provide an environment that will create a positive, safe experience for all students, encouraging high standards.</p>		<p>Evaluation Benchmark: Observation</p>
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount \$0.00 <hr/>\$0.00</p>
Timeline			

Goal 7: Student attendance will increase and office referrals will decrease.

Correlates with:

State Objectives		
5) Prepare Students	6) School Personnel	7) Student Performance
NCLB/ESEA Goals and Indicators		
4) Safe, Drug Free Learning Environments		
Effective School Correlates		
1) Safe and Orderly Environment	2) Climate of High Expectations for Success	3) Instructional Leadership

Strategies

Goal 7 - Strategy 1 Employee/Co-worker Positive Deposit of Emotion			
<p>Leader(s): David Bell</p> <p>Leader Progress Report Dates: monthly</p>	<p>Brief Description: Administration, office staff, faculty, and all other employees will share a vision of courtesy, respect, encouragement, and positive direction. We will shake hands, engage in positive dialogue, and encourage each other. The administration will set a daily example of support to all employees.</p>		<p>Evaluation Benchmark: Observation</p>
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount \$0.00 <hr/>\$0.00</p>
<p>Timeline</p>			

Goal 7 - Strategy 2 Retention of Quality Faculty and Staff			
<p>Leader(s): David Bell</p> <p>Leader Progress Report Dates: monthly</p>	<p>Brief Description:</p> <p>The administration will empower and trust faculty and staff to do a quality job, encourage input for change, and lead programs. The faculty and staff will be encouraged to maintain a high attendance rate, understanding that their consistent presence at school is vital to the success of the students of Elgin MS. The faculty will participate in positive, purposeful meetings. Positive relationships will be developed amongst all employees, creating an atmosphere of unity and a shared vision of success.</p>		<p>Evaluation Benchmark:</p> <p>Observation</p>
<p>Resources Required:</p> <p>None</p>	<p>FTE's Required:</p> <p>Number of FTE's: None</p> <p>None</p> <p>Cost: None</p>	<p>Source of Funds:</p> <p>None</p>	<p>Amount</p> <p>\$0.00</p> <hr/> <p>\$0.00</p>
<p>Timeline</p>			

Goal 7 - Strategy 3				Connection/Motivation with Students	
Leader(s): David Bell		Brief Description: Administration and faculty will greet students with a hand-shake and positive comments in the hallways, doorways, and throughout campus. Teachers will encourage students and provide enriching, individualized instruction. The principal will greet students as they are delivered to school by their parents and by bus. The voice and opinions will be heard and respected.		Evaluation Benchmark: Observation	
Leader Progress Report Dates: monthly					
Resources Required: None	FTE's Required: Number of FTE's: None None Cost: None	Source of Funds: None		Amount	
				\$0.00	
				\$0.00	
Timeline					

Goal 7 - Strategy 4				Motivational Speakers / Awards Assemblies	
<p>Leader(s): David Bell/Genese Bell</p> <p>Leader Progress Report Dates: October December February April May</p>	<p>Brief Description: A motivational speaker will be brought in to challenge students to do their best on TAKS tests, encourage them to take ownership in their education, and become productive citizens. Furthermore, we will hold academic award assemblies throughout the year as positive reinforcement for achievement and continual improvement.</p>	<p>Evaluation Benchmark: observation</p>			
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p style="text-align: right;">Amount</p> <p style="text-align: right;">\$0.00</p> <hr style="width: 50%; margin-left: auto; margin-right: 0;"/> <p style="text-align: right;">\$0.00</p>		
Timeline					

Goal 7 - Strategy 5 Clubs / Organizations - Contributions			
Leader(s): David Bell	Brief Description: Student Council, Peace Works Club, and National Junior Honor Society will provides services, promote volunteering, mediate, and sponsor school wide dances in order to create a positive climate.	Evaluation Benchmark: Observation	
Leader Progress Report Dates: monthly			
Resources Required: None	FTE's Required: Number of FTE's: None None Cost: None	Source of Funds: None	Amount \$0.00 <hr/> \$0.00
Timeline			

Goal 8: Elgin Middle School and the community of Elgin, along with surrounding communities will join together in order to provide student success.

Correlates with:

State Objectives		
1) Partnering Parents with Educators	6) School Personnel	7) Student Performance
Effective School Correlates		
2) Climate of High Expectations for Success	7) Home-School Relations	
Title I - Targeted Assistance Schools		
7) Strategies for Parental Involvement		
Title I - Schoolwide Programs		
6) Parental Involvement		

Strategies

Goal 8 - Strategy 1				Usage of local news paper- Elgin Courier	
Leader(s): David Bell		Brief Description: In order to inform parents of events, on-goings, and information regarding Elgin Middle School, the principal and faculty will work with the local newspaper to provide accurate and current information for parents and the community of Elgin.		Evaluation Benchmark: observation	
Leader Progress Report Dates: monthly					
Resources Required: None		FTE's Required: Number of FTE's: None None Cost: None		Source of Funds: None	
				Amount	
				\$0.00	
				\$0.00	
Timeline					

Goal 8 - Strategy 2		Daily Methodology	
<p>Leader(s): Darrin Bickham</p> <p>Leader Progress Report Dates: monthly</p>	<p>Brief Description:</p> <p>The administration, faculty and staff at Elgin Middle School will communicate with parents, guardians, extended family, and community people by way of phone calls, meetings, letters, and email in order to provide clear, accurate information. The response time of Elgin MS employees will be adequate and consistent. The school website will be kept current and accurate in order to provide everyone an opportunity to stay informed. Teachers and administrators inform parents with successful phone calls three times in order to prevent students from failing at the six-weeks grading period and for student discipline purpose. Furthermore, teachers and administrators will contact parents via phone calls regarding excessive late arrivals to class and student absences.</p>		<p>Evaluation Benchmark: observation</p>
<p>Resources Required: None</p>	<p>FTE's Required:</p> <p>Number of FTE's: None</p> <p>None</p> <p>Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount</p> <p>\$0.00</p> <hr/> <p>\$0.00</p>
<p>Timeline</p>			

Goal 8 - Strategy 3 "2nd Cup of Coffee"			
<p>Leader(s): Darrin Bickham</p> <p>Leader Progress Report Dates: quarterly</p>	<p>Brief Description: Our "2nd Cup of Coffee" events are an open forum opportunity for community members and/or parents to become informed about Elgin MS. This is an effort to build trust, provide clarity, and create a shared vision of success. Coffee, sodas, water, and snacks are served. Information regarding methodology, changes, and movements at Elgin MS are conveyed to the audience. The audience expresses opinions and asks questions.</p>		<p>Evaluation Benchmark: observation</p>
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount \$0.00 <hr/>\$0.00</p>
<p>Timeline</p>			

Goal 8 - Strategy 4 Open House			
<p>Leader(s): Darrin Bickham</p> <p>Leader Progress Report Dates: September January</p>	<p>Brief Description: Elgin MS will have a minimum of two Open House opportunities a year. It will be titled "A Day in the Life of an Elgin MS Wildcat." Parents will progress through the seven classes of their child, staying at each class for nine minutes. There will be a four minute passing period. Teachers will explain the class procedures, expectations, and exchange communication information. Parents will be encouraged to ask questions.</p>		<p>Evaluation Benchmark: observation parent input</p>
<p>Resources Required: None</p>	<p>FTE's Required: Number of FTE's: None None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount</p> <p>\$0.00</p> <hr/> <p>\$0.00</p>
Timeline			

APPENDIX III

AEIS GRAPHS