

Commerce Independent School District
Commerce Middle School
2021-2022 Campus Improvement Plan

Mission Statement

In partnership with families and community, Commerce Middle School will provide all students an exemplary education, preparing them to be successful, productive citizens.

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Learning	5
School Processes & Programs	6
Perceptions	7
Priority Problem Statements	8
Comprehensive Needs Assessment Data Documentation	9
Goals	11
Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.	12
Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.	22
Goal 3: CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.	25
Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.	30
Goal 5: CISD will invest resources to ensure that students, parents and the community receive optimal educational services.	33
Campus Funding Summary	34
Addendums	35

Comprehensive Needs Assessment

Demographics

Demographics Summary

At Commerce Middle School, we have an instructional focus that aims to increase students' academic achievement, as well as their social-emotional health and overall well being. Our community partners include Alliance Bank, B&A Concrete, C-CAP, Omega's, and Texas A&M University-Commerce.

Our student breakdown is as follows:

American Indian- 1.7%

Asian-3.2%

Pacific Islander- 0.9%%

African American- 20.9%

Hispanic- 22.0%

White- 49.0%

Multi-Racial- 2.3%

Mobility rate- 13.7%

Economically Disadvantaged- 62.0%

Total Enrollment as of 10/6/2020: 349

6th grade: 107

7th grade: 121

8th grade: 121

Demographics Strengths

We have strong community partnerships that help to support faculty, staff, students, and parents. Our partnership with Texas A&M University has resulted in funding for the

different programs, student teachers, student-mentors for mentoring girls and boys mentoring programs, and professional guest speakers.

Problem Statements Identifying Demographics Needs

Problem Statement 1: We are challenged to motivate and educate students who are one or more years below grade level academically. **Root Cause:** Faculty and staff are not trained to work with culturally diverse and minority students. Staff has not included instructional materials and subject matter that include diverse topics and culturally sensitive issues.

Student Learning

Student Learning Summary

Students are assessed throughout the school year through formative and summative means. Data is constantly utilized to identify student strengths and weaknesses, specifically by TEKS objective. Students are assigned tutorials based on areas of growth academic deficiencies to reinforce and rebuild those skills.

Student Learning Strengths

Our new teaching cycle uses data from the TEKS Resource System including the Year-at-a-Glance, and various instructional materials to create intervention programs for students based on non-mastery of unit assessments. Our enrichment period allows for tutorials during the school day.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Our sub-population performance on the STAAR test has been below state requirements and district goals. **Root Cause:** Difficulty retaining experienced quality teachers.

School Processes & Programs

School Processes & Programs Summary

Commerce Middle School offers the following instructional and curricular courses: honors level, CTE, resource, BIM, Spanish, choir, band, athletics, MTA, EL services, 504 services, and Art. We also offer HS credit courses: Health, Spanish, and Algebra 1.

Our personnel is completely staffed.

1 Principal

1 Dean of Students

1 Counselor

1 Secondary Curriculum Coordinator/District Coordinator of School Improvement

1 full-time Nurse

29 Teachers

8 Paraprofessionals

School Processes & Programs Strengths

We have a climate and culture of shared leadership, which is centered around high expectations for students, parents, families, faculty, staff, and the community. We believe in investing in our teachers and support staff, to foster growth in becoming experts in their craft. Our programs are specifically tailored for our student population. Our program is unique, and offers opportunities for innovation and creativity among students, faculty, and staff.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: We lack minority parent participation in academic programs. **Root Cause:** Several obstacles limit minority parents participation in students educational career.

Perceptions

Perceptions Summary

At Commerce Middle School, we are a service organization and our duty is to serve our students, families, parents, and the community with the best intentions and utmost respect. Administration, faculty, and staff work hard to provide outstanding customer service.

Perceptions Strengths

At Commerce Middle School, we purposefully create programs to build relationships with students, parents, families and the community. At Commerce Middle School, we go to great lengths to involve all students in a program offered on campus to learn the value of being part of a team and to create future leaders.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Student participation is limited in the after school activities. **Root Cause:** Prior commitment and obligations create a hindrance to participation in after-school activities

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals

Accountability Data

- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- (STAAR) current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results

Student Data: Student Groups

- STEM/STEAM data
- Dyslexia Data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Communications data
- Capacity and resources data

- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 1: Commerce Middle School students will increase scores on STAAR that will meet or exceed the state standards for all sub-populations specifically sub-population groups which scored lower than 60% from the previous year.

Targeted or ESF High Priority

Evaluation Data Sources: Students will increase scores on STAAR in all areas by 10% or 1 to 2 years of growth in all tested STAAR areas.

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize and disaggregate STAAR data to make well informed decisions on instruction, outline goals for Targeted Improvement Plan, and adhere to TEA time line/rubric for submission on TIP to TEA.</p> <p>Strategy's Expected Result/Impact: STAAR data will reflect significant student growth in the areas of Student Achievement and Closing the Gaps on TEA Accountability Rating.</p> <p>Staff Responsible for Monitoring: Principal Curriculum Coordinator Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Utilizing STAAR, interim and unit assessment data to establish small student groups for monitoring and targeted instruction.</p> <p>Strategy's Expected Result/Impact: Increasing scores on unit and district benchmarks by 10% of the previous year.</p> <p>Increase students academic gains and growth by 1 to 2 years.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Teachers Curriculum Coordinator</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Comprehensive Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Students in Reading, Writing, Math, Science, and Social Studies will create data folders to track academic progress and growth as it aligns with the TEKS and STAAR data.</p> <p>Strategy's Expected Result/Impact: Students will track progress throughout the year in all core subjects. Students will demonstrate an increase of 10% or 1 to 2 years of growth.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Teachers Students</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Comprehensive Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Students who did not meet the minimum score on STAAR will be required to attend tutorials and receive target small group instruction to close gaps.</p> <p>Strategy's Expected Result/Impact: Students will show growth in all STAAR performance standards.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Teachers Counselor</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Implementation of a teaching cycle based on the Fundamental 5 for all teachers. All teachers received training on how to review the TEKS, the Year-At-A- Glance (YAG) and other resources in the TEKS Resource System.</p> <p>Strategy's Expected Result/Impact: Teachers plan and execute effective lessons.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Teachers Curriculum Coordinator</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: The master schedule supports subject area common planning periods.</p> <p>Strategy's Expected Result/Impact: Lesson plans are stream lined based on collaboration. Participation and attendance through PLC minutes.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor</p> <p>Comprehensive Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 7 Details	Reviews			
<p>Strategy 7: Continuation of an Honors Program criteria to increase rigor, challenge, and incorporate project based learning.</p> <p>Strategy's Expected Result/Impact: Academic performance on report cards, unit tests, and the quality of enhancement activities (projects.)</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Department Chairs Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
<p>Strategy 8: The Texas ACE grant will provide after school and summer programs for all students. The goal of the federally funded grant program is to help foster students academic success which includes: homework help with CISD teachers, enrichment activities, including technology, fine arts, outdoor/physical and field trips.</p> <p>Strategy's Expected Result/Impact:</p> <p>Academic performance, attendance, and the quality of enhancement activities should increase.</p> <p>Staff Responsible for Monitoring:</p> <p>Principal Assistant Principal Teachers</p> <p>Title I Schoolwide Elements: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 2: Funding will be used to implement programs and provide support for students who are at-risk, identified through MTSS, section 504, and qualify for special education services to target sub-populations identified by the system safeguard data.

Evaluation Data Sources: Documentation of strategies implemented in the classroom, unit tests, students grades on report cards, and students attendance.

Strategy 1 Details	Reviews			
<p>Strategy 1: Developed smaller intervention courses for Math and ELAR for grades 6, 7, and 8 in SPED instructional classes.</p> <p>Strategy's Expected Result/Impact: Students will be in research based smaller classes. Increase in grades by 10% or growth of 1 to 2 years.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Special Programs Coordinator Teachers Students Parents</p> <p>Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 5: Effective Instruction - Comprehensive Support Strategy - Additional Targeted Support Strategy</p> <p>Funding Sources: Pay for teachers and transportation for students. - 211 - Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implementation and continuation of the MTA program for students who are identified as dyslexic.</p> <p>Strategy's Expected Result/Impact: Students will successfully pass levels through the MTA program, Levels 1-8.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal MTA Teacher</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Build a foundation of reading and math - Comprehensive Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 3: Funding sources will be used to implement programs and provide additional support for students who are identified for services as ELs and/or Special Education.

Evaluation Data Sources: Student growth and academic achievement in core area subjects.

Strategy 1 Details	Reviews			
<p>Strategy 1: Implementation of Inclusion services for students who qualify for special education services based on ARD committee decisions. Inclusion is when a SpEd teacher support students in a general ed setting.</p> <p>Strategy's Expected Result/Impact: Students will have the extra instructional support needed for academic growth of 25%.</p> <p>Students will demonstrate growth on district benchmarks through their data folder.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Special Education Department Chair Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: EL coordinator monitors, supports, and identify ELs throughout the school year.</p> <p>Strategy's Expected Result/Impact: Students will increase STAAR scores by 1 to 2 years of growth or an increase in 25% from the previous year in STAAR tested subjects.</p> <p>Annual review through the LPAC committee of academic progress on TELPAS, students will show 1 to 2 years of growth or an increase in 25% in all subjects. Possible exit if student meets exit requirements.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal EL Coordinator</p> <p>Title I Schoolwide Elements: 2.4 - Comprehensive Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
<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: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 4: Students will be offered a curriculum that includes state of the art technology and programs simulating real world learning

Evaluation Data Sources: Data from library use.
 Data from usage of chrome carts.
 Data from usage of online instructional programs.

Strategy 1 Details	Reviews			
<p>Strategy 1: Facilitate and provide opportunities for students to use technology in all classes to enhance learning and foster an environment of inquiry.</p> <p>Strategy's Expected Result/Impact: Increased usage of the library by 10%, chrome books by 10%, and online instructional programs by 10%.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Teachers Library Specialist Instructional Technology Coordinator</p> <p>Title I Schoolwide Elements: 2.5 - Comprehensive Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 5: All students will develop skills for successful transition to high school, post secondary education, and introduction to career paths.

Evaluation Data Sources: Counselor provides information and support based on student performance and interest with students, parents, and families.

Strategy 1 Details	Reviews			
<p>Strategy 1: All students will participate and complete a college and career interest inventory and will receive College and Career instruction and guidance.</p> <p>Strategy's Expected Result/Impact: Data from interest inventory and students engagement will be shared with students, parents, and high school counselor.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor Teachers Students Parents</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Connect high school to career and college - Comprehensive Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: All 8th grade students will participate in the NETCAT Career Fair during the spring.</p> <p>Strategy's Expected Result/Impact: Student participation via attendance and sign-in sheets.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor Teachers Students Parents</p> <p>Comprehensive Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: AVID (Advancement Via Individual Determination) curriculum is being utilized in College and Career Course.</p> <p>Strategy's Expected Result/Impact: WICOR in all classes (Writing across the curriculum) increased by 10%.</p> <p>Organizational strategies for all students through notebook and academic list of assignments weekly check by AVID teacher.</p> <p>Implementation of Cornell notes, students required to defend their answers through critical thinking skills. Checked through student completion.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor TAMU-C representative Teachers Students Parents</p> <p>Comprehensive Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 6: Enhance Career and Technical (CTE) opportunities for students

Evaluation Data Sources: Program enrollment, participation, and successful learning

Strategy 1 Details	Reviews			
<p>Strategy 1: Collaborate with Commerce High School to conduct a comprehensive review of CTE offerings.</p> <p>Strategy's Expected Result/Impact: Students will be provided course offerings.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
<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: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 7: ESSER III Funds will be utilized to provide Educational Field trips and Experiences to implement programs and provide support for ALL students including those At Risk as well as students with Disabilities.

Targeted or ESF High Priority

Evaluation Data Sources: Evaluation of Programs and experiences, survey and feedback from students, teachers, and parents

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide an educational experience or field trip to all students to enhance a life hands on experience.</p> <p>Strategy's Expected Result/Impact: Build an experience for low socio economic student as well as enhance students overall.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers, Staff and Parent Organization</p> <p>Title I Schoolwide Elements: 2.5, 2.6, 3.2 - TEA Priorities: Improve low-performing schools - ESF</p> <p>Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<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: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 8: ESSER III Funds will be utilized to provide STAAR prep mastery consumable, MAP testing, etc..

Evaluation Data Sources: Program enrollment, participation, teachers, and successful learning

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 1: Commerce Middle School will provide a safe, orderly, and welcoming environment where all stakeholders can learn and have a sense of pride for the campus.

Evaluation Data Sources: Raptor reports

Nurse reports

Student survey data

Safety Drill reports data

Strategy 1 Details	Reviews			
<p>Strategy 1: Continued use and monitoring of visitors through Raptor security system.</p> <p>Strategy's Expected Result/Impact: Data reports from Raptor system indicating cleared visitors on campus.</p> <p>Decrease in known offenders on campus during the school day by 90%.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Secretary School Resource Officer</p> <p>Funding Sources: - 461 - Campus Activity Fund - \$500</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implementation of campus safety drills: Inclement weather, lock down, fire, and tornado for all students, faculty, and staff.</p> <p>Strategy's Expected Result/Impact: Decrease in time for students to exit the building during an campus drills based on data.</p> <p>Students, faculty, and staff responses and actions during drills are appropriate.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal School Resource Officer Teachers Students</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 2: CMS will achieve an attendance rate above 97%.

Evaluation Data Sources: Attendance data
Feedback from parents

Strategy 1 Details	Reviews			
<p>Strategy 1: Continuation of automated school messenger software to notify parents if students are not in school.</p> <p>Strategy's Expected Result/Impact: Student attendance will increase by 10%.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor PEIMS clerk Teachers Parents</p> <p>Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Educate students and parents regarding the 90 Day Rule and Truancy. Letters will be sent home to all parents of students who have attendance compliance issues.</p> <p>Strategy's Expected Result/Impact: Increased in attendance rate among all students by 10%.</p> <p>Documentation of visits by Truancy Officer and SRO.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor District Truancy officer Teachers Parents</p> <p>Comprehensive Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
<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 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 3: Students unable to function in the regular classroom due to disciplinary problems will be provided an alternative educational program.

Evaluation Data Sources: Students discipline data
 Teacher input
 Parental Input
 Administrative Input
 Attendance rate of DAEP

Strategy 1 Details	Reviews			
Strategy 1: Implementation of Restorative Practices. Strategy's Expected Result/Impact: Decrease in student discipline by 10%. Increase in student participation in organizations and clubs by 10%. Staff Responsible for Monitoring: Principal Assistant Principal Counselor Teachers Students Parents	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implementation of Behavior Management System. Strategy's Expected Result/Impact: Decrease in student violations of the CISD code of conduct. Staff Responsible for Monitoring: Principal Assistant Principal Counselor Teachers Students Parents	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Performance Objective 1: Parent and community involvement opportunities will be continuous throughout the school year.

Evaluation Data Sources: PTO membership
Meeting agendas/minutes
Sign in sheets

Strategy 1 Details	Reviews			
<p>Strategy 1: Brainstorm and implement strategies to increase Parent Teacher Organization (PTO) participation at CMS. Strategy's Expected Result/Impact: Continuous increase of membership. Continuous increase of attendance and participation. Staff Responsible for Monitoring: Principal Assistant Principal Teachers Students Parents Community Members Title I Schoolwide Elements: 3.2 - Comprehensive Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Host monthly parent, family, and community engagement opportunities on campus. Strategy's Expected Result/Impact: Increased collaboration and partnership between parents, families, and CMS. Literacy Night, Math Night, and Science Night. Staff Responsible for Monitoring: Principal Assistant Principal Teachers Parents Community members Title I Schoolwide Elements: 3.1 - Comprehensive Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Monthly parent communication as well as parent survey. Strategy's Expected Result/Impact: Documentation of parent comments, concerns, and ideas. Staff Responsible for Monitoring: Principal Parents Title I Schoolwide Elements: 3.2</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Development of community partnerships with area businesses/organizations: Alliance Bank, Fix and Feed, CCAP, Hunt County Children's Advocacy Center, and other area businesses.</p> <p>Strategy's Expected Result/Impact: Increased community involvement through collaboration and sponsorship by 10%.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor Teachers Area Businesses</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Performance Objective 2: Commerce Middle School will improve communication among school staff, parents, students, and community members

Evaluation Data Sources: Data from Parent Square
 Feedback from all stakeholders
 Subject/ grade/ campus wide PLC minutes

Strategy 1 Details	Reviews			
<p>Strategy 1: Implementation of Parent Square to give parents and community updates of CMS events. Strategy's Expected Result/Impact: Feedback from parents & community. Staff Responsible for Monitoring: Principal Assistant Principal Principal Secretary Title I Schoolwide Elements: 3.2 - Comprehensive Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Parents notices sent home by students. Strategy's Expected Result/Impact: Increase keeping parents informed who do not have access to the internet or phone by 50%. Staff Responsible for Monitoring: Principal Assistant Principal Principal's Secretary Teachers Students Parents Title I Schoolwide Elements: 3.2 - Comprehensive Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Weekly campus newsletter. Strategy's Expected Result/Impact: Sent via email and phone system to notify parents of important campus events and updates. Increase effectiveness by 50%. Staff Responsible for Monitoring: Principal Principal's Secretary Parents Comprehensive Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Subject/ grade level / campus wide PLCs. Strategy's Expected Result/Impact: Providing lesson plans and important content information on teacher websites for parent's to view. Staff Responsible for Monitoring: Principal Assistant Principal Teachers Comprehensive Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Utilize app to share information. Strategy's Expected Result/Impact: Inform itineraries of games home and away and practices increased by 50% Teachers informing parents via text of important reminders related to their students. Increased by 50%. Staff Responsible for Monitoring: Principal Assistant Principal Teachers Coaches Title I Schoolwide Elements: 3.2 - Comprehensive Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Meet the Teacher and Open House. Strategy's Expected Result/Impact: Building relationships and exchanging best communication contact information between parents and teachers. Share, clarify, and understand teacher expectations as well as shared information from parent regarding student. Data tracked by sign-in sheets. Staff Responsible for Monitoring: Principal Assistant Principal Counselor Teachers Parents</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 7 Details	Reviews			
Strategy 7: Open door policy for parent conferences with our teachers. Strategy's Expected Result/Impact: Parents have the ability to ask questions and gain clarifications regarding student progress increased by 50%. Demonstrated with sign in sheets. Staff Responsible for Monitoring: Principal Assistant Principal Teachers Parents Title I Schoolwide Elements: 3.2	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

Performance Objective 1: Commerce Middle Schools will achieve 100% HQ staff with a turnover rate of less than, equal to 15%.

Evaluation Data Sources: Human Resource Data
 Teacher Certification Records
 Campus committee interview scoring data

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will teach in the areas in which they are certified. Strategy's Expected Result/Impact: Successful student learning from experts in their field of study and or certification. Staff Responsible for Monitoring: Principal Assistant Principal Human Resources Title I Schoolwide Elements: 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - Comprehensive Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will be evaluated by T-TESS. Strategy's Expected Result/Impact: Instructional delivery practices are valuable and engaging increased by 50%. Staff Responsible for Monitoring: Principal Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Walkthrough data of teacher classrooms. Strategy's Expected Result/Impact: To provide meaningful feedback to teachers for improvement and growth by 50%. Staff Responsible for Monitoring: Principal Assistant Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Teacher Bi-Monthly conferences with the principal. Strategy's Expected Result/Impact: Increase communication and celebrate accomplishments, and build relationships. Participation by 50%. Staff Responsible for Monitoring: Principal Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Implementation of District Mentoring Program for New Teachers.</p> <p>Strategy's Expected Result/Impact: Supporting new teacher growth and understanding of expectations. New teachers attend district classes with their mentors. Encourage and foster a sense of family on our campus with our new teachers. Data collected through teacher surveys and new teacher retention.</p> <p>Staff Responsible for Monitoring: Principal iCAT team Assigned Teacher Mentors New Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Public Teacher recognition each 9 weeks.</p> <p>Strategy's Expected Result/Impact: Boosts morale and publicly reward teachers for their hard work and accomplishments and to show appreciation. Data will be tracked through teacher feedback form.</p> <p>Staff Responsible for Monitoring: Principal Principal's Secretary Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

Performance Objective 2: All staff will be provided high quality, research based, sustained professional development

Evaluation Data Sources: Eduphoria
 Certificates of Completion of Professional Development
 Human Resources

Strategy 1 Details	Reviews			
Strategy 1: Host professional development training's for teachers and instructional staff on campus. Strategy's Expected Result/Impact: Participation and evidence of implementation in the classroom. Teacher growth and learning based on the topic of the training. Staff Responsible for Monitoring: Principal Title I Schoolwide Elements: 2.5 - Comprehensive Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Host technology training for staff. Strategy's Expected Result/Impact: Participation and evidence of implementation in the classroom. Staff Responsible for Monitoring: iCoaches Teachers Principal Assistant Principal Title I Schoolwide Elements: 2.5 - Comprehensive Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Teachers are encouraged to attend training's at Region 10. Strategy's Expected Result/Impact: Teachers will sharpen their skill and perfect their craft. Staff Responsible for Monitoring: Principal Teachers Title I Schoolwide Elements: 2.5 - Comprehensive Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 5: CISD will invest resources to ensure that students, parents and the community receive optimal educational services.

Performance Objective 1: Commerce Middle School will implement measures to ensure efficient and effective fiscal responsibility.

Evaluation Data Sources: Record keeping
Skyward Financial reports
District Director of Finance

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop a budget based on what is best for students and campus needs assessment</p> <p>Strategy's Expected Result/Impact: Budget remains in the positive with exemplary record keeping throughout the year.</p> <p>Staff Responsible for Monitoring: Principal Principal Secretary Director of Finance</p> <p>Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Using data and research (lowest bid) to make decisions on teacher requests for materials and supplies.</p> <p>Strategy's Expected Result/Impact: Making best financial decisions and use of funding.</p> <p>Staff Responsible for Monitoring: Principal Principal's Secretary Teachers Director of Finance</p>	Formative			Summative
	Nov	Jan	Mar	June
<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>				

Campus Funding Summary

211 - Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1	Pay for teachers and transportation for students.		\$0.00
Sub-Total					\$0.00
461 - Campus Activity Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	1			\$500.00
Sub-Total					\$500.00
Grand Total					\$500.00

Addendums