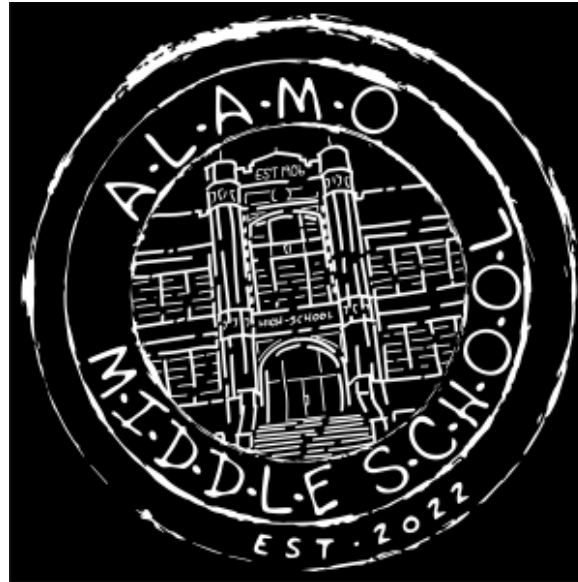


Ennis Independent School District
Alamo Middle School
2024-2025 Campus Improvement Plan



Mission Statement

The Ennis Independent School District (ISD) shall be an educational institution that continuously challenges and stimulates its students. Ennis ISD shall provide the highest quality instructional staff and the appropriate facilities to insure that every student is equipped to his/her greatest academic potential.

Qualities of character to be taught, modeled, and upheld in Ennis ISD shall include honesty, integrity, and respect. The curriculum, programs, offerings, and opportunities provided by Ennis ISD shall be intended to produce responsible people of high moral character, capable of personal and professional success, who shall have a positive impact on society.

Vision

Vision

Educate, Encourage, Empower

Motto

Encouraged, Empowered, Enlightened

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Alamo Middle School (AMS) is part of Ennis ISD, a 5A in size school district located in south-eastern Ellis County. Alamo Middle School currently serves approximately 465 students for the 6th grade and employs a staff of 53 including 33 certified teachers, 1 counselor and 2 administrators.

Ennis ISD is a majority minority district with around 57.6% of its students Hispanic, 11.6% African-American, and the remaining 27.8% White, and 3% “other”. Exact demographic numbers have not been tabulated for Alamo Middle School.

Alamo Middle School is in its third year of existence. Prior to this year, 6th grades students were located on one of our intermediate campuses, Jack Lummus and Dorie Miller Intermediate. Our first year went remarkably well. The dynamics of our campus along with a secondary routine and procedures were taken well by our students.

Alamo Middle School is expecting a total student population of 465 students. The district is anticipating growth at each campus, but is unsure at what rate the growth will be.

Demographics Strengths

Alamo Middle School has a student body which mirrors similar numbers for the district.

AMS is both racially and ethnically diverse. A majority of the student body is considered socio-economically disadvantaged. The diversity of the district continues to be viewed as a strength rather than a liability.

It is the goal of the district Alamo Middle School will help to be a school where 6th graders will have an opportunity to grow in both an educationally and socially. This will ease the difficulties usually associated for students transitioning to the junior high campus.

Student Learning

Student Learning Summary

This is the first year of the Alamo campus. The data listed below is for students that will be joining our campus this school year. This data will be used to drive the academic decisions made on our campus.

Incoming 6th graders STAAR Scores									
	2021 EISD Approaching Grade Level	2022 EISD Approaching Grade Level	2021 vs 2022 EISD Approaching Grade Level	2021 EISD Meets Grade Level	2022 EISD Meets Grade Level	2021 vs 2022 Meets Grade Level	2021 EISD Master Grade Level	2022 EISD Master Grade Level	2021 vs 2022 Master Grade Level
Reading	73%	78%	5%	46%	48%	2%	28%	28%	0%
Math	80%	78%	-2%	52%	46%	-6%	29%	23%	-6%
Science	70%	64%	-6%	35%	30%	-5%	15%	12%	-3%
Incoming 6th graders vs Region									
	2022 EISD Approaching Grade Level	Region 10 2022 Approaching Grade Level	EISD vs Region 10	2022 EISD Meets Grade Level	Region 2022 Meets Grade Level	EISD vs Region Meets Grade Level	2022 EISD Master Grade Level	Region 10 2022 Master Grade Level	EISD vs Region10 Master Grade Level
Reading	78%	80%	-2%	48%	57%	-9%	28%	38%	-10%
Math	78%	76%	2%	46%	46%	-6%	23%	26%	-3%
Science	64%	65%	-1%	30%	37%	-7%	12%	17%	-5%
Incoming 6th graders vs State									
	2022 EISD Approaching Grade Level	State 2022 Approaching Grade Level	EISD vs State	2022 EISD Meets Grade Level	State 2022 Meets Grade Level	EISD vs State Meets Grade Level	2022 EISD Master Grade Level	State 2022 Master Grade Level	EISD vs State Master Grade Level
Reading	78%	80%	-2%	48%	56%	-8%	28%	36%	-8%
Math	78%	75%	3%	46%	45%	1%	23%	23%	0%
Science	64%	74%	-10%	30%	48%	-18%	12%	17%	-7%

Alamo Middle School is in our first year as a campus uniting the two intermediates. Looking at the combined data and recognizing the interventions and support staff for our reading

is showing growth or maintaining percentages in all three domains. There is still a significant area of concern for the overall student population in math and science, with an emphasis on students approaching grade level.

In respect to the state average on three of the STAAR tested areas, we showed growth in our percentages in each subject.

Student Learning Strengths

Our students continue to be successful and show growth in Reading in all three domains at the approaches, meets, and advanced grade level. The Math students continue to stay in line or exceed with the state's passing rates.

School Processes & Programs

School Processes & Programs Summary

Alamo Middle School is in its third year in the district located in a historic building. We serve all 6th grade students in Ennis ISD.

All students are scheduled for 4 grade specific core classes (ELAR, Math, Social Studies, and Science), as well as two elective classes and a 35 minute intervention/enrichments period. Each coded student receives inclusion support from a special education Math & ELAR teacher as well as Special Education teacher and/or paraprofessionals who provide support in Social Studies and Science.

Each of our core subject departments is lead by a department head teacher who facilitates meetings, PLC as well as serves as a conduit for communication between the department and administration.

Faculty meetings are scheduled at a minimum of once a month with a tentative schedule provided during teacher in-service. Meetings may be called that are not scheduled, but are essential for the campus operation. Weekly PLC meetings are held per departments along with administration involvement in most meetings. Conference scheduling is created by department, all departments have common conference periods.

All teachers actively monitor their hallway and nearby exterior doors during transition. Paraprofessionals and administrators provide supervision in the morning before school, during transitions and daily during lunch. All teachers and paraprofessionals are required to clock in and out daily to ensure that 40 hours are being documented properly. All staff members are required to enter absences through AESOP, the district provided program to easily record employee attendance.

There are several opportunities for staff to join campus and district committees, this allows for an accurate representation of departments.

School Processes & Programs Strengths

Alamo Middle School has a mentor teacher program and new teacher focus groups for first year teachers that is supported through our Central Office. AMS supports teachers by providing frequent professional development opportunities, regularly scheduled PLC meetings, and providing resources for new instructional strategies.

The administrative staff are all veteran educators with diverse backgrounds. Key support staff have been in place with the Ennis for several years and therefore know the district's policies and procedures.

The Alamo Middle School follows a well written and enforceable student code of conduct. Communication with parents focuses on an "open door" policy and extends to Positive Parent Contacts made each 9 weeks.

Ennis ISD has a very well maintained technology infrastructure. The network is secure and is rarely impacted by a loss of functionality. AMS enjoys a technology rich campus where all classrooms are equipped with Promethean and BenQ interactive boards and a teacher workstation. Ennis ISD is a one to one technology district. At AMS, all students are issued a Chromebook. The Alamo Middle School campus is wireless throughout the building. The campus is a hot spot where students and the community can access the district wifi even outside the building. The technology work ticket system works very well and issues are resolved in a timely manner.

Perceptions

Perceptions Summary

In previous years, 6th grades students were located on one of our intermediate campuses, Jack Lummus and Dorie Miller Intermediate.

AMS is anticipating a school enrollment of at least 430 students, however, that is a projection. Actual number of students expected will vary. Ennis ISD anticipates growth but the rate of growth is unknown.

Ennis ISD partners with many of the civic groups that benefit the community of Ennis. Our AMS campus will develop clubs and organizations which will participate in community events throughout the year. In the 2022-2023 school year, AMS formulated a student council program. The group participated in our community Festival of Lights parade this past winter. One other group that had an active part in our school culture was our Flag Committee. This group was in charge of the raising and lowering flags each day. An expectation of the district is for administrators of the district to attend community and school events throughout the year. The administrative staff are all alumni of Ennis ISD.

The AMS Faculty is involved in events sponsored by the Chamber of Commerce such as the PolkaFest, Bluebonnet Festival, and Relay for Life.

AMS will work to provide opportunities for parent/guardian participation. Parents are encouraged to be involved in the groups in which their students participate including clubs, organizations as well as band.

Perceptions Strengths

The Alamo Middle School will work to provide an environment that will embrace the changing student demographics of our building.

We strive to provide an inviting atmosphere that will allow staff, students and parents to be stakeholders in the educational process. We understand the significance our campus will play in the overall perception of Ennis ISD. The reopening of this campus strengthens the community pride because of the history this building is known for in its 107 years of existence. AMS students and faculty are proud of the history of academic excellence and the spirit of "family" that exists between the school and the community. The AMS faculty believes the campus is staffed with nurturing individuals who work to make learning engaging for all students. The faculty is dedicated to making a positive impact in the lives of all students in order to help them grow academically, socially, and emotionally with routine guidance counseling and student advisory with mentoring teachers.

AMS will work to provide a wide range of other organizations and clubs in which students can be involved. The development of a new campus provides a blank slate to develop a culture which will work to provide a structure our students can grow and develop. It is our goal through our culture and structure, we will ease this transition period as they come from an intermediate campus and enter secondary schools.

District Goals

District Goal 1: Ensure all students receive high-quality instruction.

Core Belief One: We believe in working to improve the performance of all students while closing achievement gaps.

Campus Goal #1: Alamo Middle School will provide all students with effective high quality instruction by implementing a challenging curriculum aligned with state standards focused on closing achievement gaps.

Standard #1: Instructional Leadership: The principal is responsible for ensuring every student receives high quality instruction.





Performance Objective 1: Alamo Middle School will work to meet or exceed the state percentage in approaches, meets and masters performance levels on the STAAR test for the current school year.

Evaluation Data Sources: STAAR Scores, State Accountability Summary

Strategy 1 Details	Reviews			
<p>Strategy 1: 1.1.1 TEKS Resource System will be used campus wide and be continuously focused upon. Strategy's Expected Result/Impact: Improvements in Unit Assessments, STAAR Scores, RenStar, TELPAS Staff Responsible for Monitoring: Administration, Department Head Teacher, Core Teachers Funding Sources: - 211 - Title I, Part A Improving Basic Program, - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: 1.1.2 The Ennis ISD Curriculum Department will provide support for quality instruction and be a resource to our teachers. Strategy's Expected Result/Impact: Improved student performance on STAAR Assessments, Quarterly Assessments and RenStar Data. Staff Responsible for Monitoring: Administration, EISD Curriculum Department. Funding Sources: 199 - 199 - Special Education: State, - 211 - Title I, Part A Improving Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: 1.1.3 During the school day, teachers will provide intervention/enrichment for all students to improve academic performance on mastery of the state standards. 1st period Good Morning Alamo will provide small group instruction and self pace learning to meet learners where they are and grow them to approaches/meets or masters. GMA teachers act as "academic advisors" to support students with their increasing workloads. Students planners are also introduced to aid students in managing their time and work.</p> <p>Strategy's Expected Result/Impact: Increased scores across STAAR, Interim Assessment, Unit Tests, iReady and 9 Weeks Grading periods.</p> <p>Staff Responsible for Monitoring: Administration, EISD Curriculum Department, Department Heads, Teachers</p> <p>Funding Sources: - 199 - General Fund: Local, - 211 - Title I, Part A Improving Basic Program, - 224 - IDEA B, Formula (SpEd)</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: 1.1.4 PLC meetings will be data driven and used to produce talks within academic teams with purposeful interventions for at risk students as well as progress monitoring the lowest performing TEKS of all students.</p> <p>Strategy's Expected Result/Impact: Cohesive departments, data-driven lesson plans, increased student grades.</p> <p>Staff Responsible for Monitoring: Administration, EISD Curriculum Department, Department Heads, Classroom Teachers,</p> <p>Funding Sources: - 211 - Title I, Part A Improving Basic Program, - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: 1.1.5 Special Education students receiving inclusion support in general education classroom will be monitored and evaluated. Students will work collaboratively to support students both in the general education classroom and self-contained environment.</p> <p>Strategy's Expected Result/Impact: Special education students performance should increase and lessons will be more efficient in reaching these students.</p> <p>Staff Responsible for Monitoring: Teachers, Special Education teachers, Inclusion staff. SLC, Functional Academics, Life Skills and Resource teachers.</p> <p>Funding Sources: - 224 - IDEA B, Formula (SpEd), - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 6 Details	Reviews			
<p>Strategy 6: 1.1.6 Alamo Middle School will provide Physical Education electives (i.e. Pre-Athletics and Tennis) that will focus on the well being of students. Lessons taught will help to develop motor skills and knowledge for physical activity and physical fitness.</p> <p>Strategy's Expected Result/Impact: Improved student health and well being will aid student's attendance and overall performance.</p> <p>Staff Responsible for Monitoring: Administration, Physical Education Teachers</p> <p>Funding Sources: - 211 - Title I, Part A Improving Basic Program, - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: 1.17 Teachers and Students will utilize software and other pieces of technology to close achievement gaps. Software use include IXL, GimKit, Canvas, Chromebooks and for our ESL students: Timekeeper Technology.</p> <p>Strategy's Expected Result/Impact: Student progress measurements will be viewed on those software programs that track progress and achievement.</p> <p>Staff Responsible for Monitoring: Administration, EISD Curriculum Department, Department Heads, Teachers.</p> <p>Funding Sources: - 199 - General Fund: Local, - 410 - IMA-Instructional Materials Allotment, Digital software for postsecondary exploration of career interests to increase achievement in math and reading - 289 - Title IV Part A - 289 E 31 6399 00 044 3 24 000 - \$1,600</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
<p>Strategy 8: 1.1.8 Alamo Middle School teachers will make positive parent contacts and also phone calls home for failing students.</p> <p>Strategy's Expected Result/Impact: Teacher / Parent communication will increase and in turn improve student performance by the dual monitoring.</p> <p>Staff Responsible for Monitoring: Administration, Instructional Coach.</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 9 Details	Reviews			
<p>Strategy 9: 1.1.9 Alamo Middle School, through the aid of the Education Foundation, are purchasing a translation technology called Time Kettle. This technology allows for translation support and is more inclusive for ELLs and parents.</p> <p>Strategy's Expected Result/Impact: Increased teaching effectiveness because of language barrier being overcome. Communication will be improved for both students and parents.</p> <p>Staff Responsible for Monitoring: Administration, ESL teachers</p> <p>ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	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>				

District Goal 2: Provide and support high quality staff for all classrooms.

Core Belief Two: We believe that all employees are critical to the success of our students.

Campus Goal #2: Alamo Middle School will hire, develop, and retain highly qualified staff members that are invested in the educational and social development of all students.

Standard #2: Human Capital: The principal is responsible for ensuring there are high quality teachers and staff in every classroom throughout the school.


Performance Objective 1: Alamo Middle School will work to hire, develop and retain highly qualified personnel and provide opportunities for growth and continue to create a positive safe working environment.


Evaluation Data Sources: Retention rates and overall perceived overall teacher morale.

Strategy 1 Details	Reviews			
<p>Strategy 1: 2.1.1 Highly qualified professionals will be recruited and hired to meet state and district requirements. Strategy's Expected Result/Impact: Highly qualified professionals will be hired, developed and retained Staff Responsible for Monitoring: Administrators Funding Sources: - 199 - General Fund: Local, - 211 - Title I, Part A Improving Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: 2.1.2 Instructional coach will continue to monitor and build a positive relationship with each teacher. ICs will work to address areas of weaknesses in instruction and provide guidance to best practices. Strategy's Expected Result/Impact: Teachers will be provided resources with and through the ICs which will lead to more effective instruction. Staff Responsible for Monitoring: Administrators, Curriculum Facilitators and Strategist Funding Sources: - 199 - General Fund: Local, - 211 - Title I, Part A Improving Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: 2.1.3 Teachers will collaborate regularly in PLCs based upon departments. This collaboration will help to build effective instruction through the use of data.</p> <p>Strategy's Expected Result/Impact: Collaboration will aid to produce mentorships and effective instruction which will positively impact student achievement.</p> <p>Staff Responsible for Monitoring: Administration, Strategists</p> <p>Funding Sources: - 199 - General Fund: Local, - 211 - Title I, Part A Improving Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: 2.1.4 Teachers will be evaluated every 2 years through the T-TESS evaluation system. Monitoring will also be done through walkthroughs performed regularly.</p> <p>Strategy's Expected Result/Impact: Documented evaluations will be conducted through not only full evaluations, but also walkthroughs.</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: 2.1.5 Teachers will be recognized and provided incentives in the form of celebrations through spirit days and teacher appreciation events.</p> <p>Strategy's Expected Result/Impact: Recognition through appreciation events will lead to good morale and nurturing school environment.</p> <p>Funding Sources: - 199 - General Fund: Local, - 461 - Campus Activity Fund</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: 2.1.6 Professional development opportunities will be develop by curriculum team working with teacher that will strengthen effective teaching strategies.</p> <p>Strategy's Expected Result/Impact: Survey results after professional development opportunities.</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: 2.1.7 Strive goals chosen by each teacher will be focused upon to improve professionally as well as personally.</p> <p>Strategy's Expected Result/Impact: More effective teacher through lessons and daily procedures.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

District Goal 2: Provide and support high quality staff for all classrooms.

Core Belief Two: We believe that all employees are critical to the success of our students.


Campus Goal #2: Alamo Middle School will hire, develop, and retain highly qualified staff members that are invested in the educational and social development of all students.


Standard #2: Human Capital: The principal is responsible for ensuring there are high quality teachers and staff in every classroom throughout the school.


Performance Objective 2: Alamo Middle School Administration team will work to provide a positive campus for not only students, but also faculty members.

Evaluation Data Sources: Daily check ins with teachers, teacher surveys and teacher retention rates

Strategy 1 Details	Reviews			
<p>Strategy 1: 2.2.1 Staff appreciation events will be planned and placed on the calendar. Events will include luncheons and treats.</p> <p>Strategy's Expected Result/Impact: Increased staff morale</p> <p>Staff Responsible for Monitoring: Administration, Instructional coaches</p> <p>Funding Sources: - 199 - General Fund: Local, - 461 - Campus Activity Fund</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: 2.2.2 A teacher of the 9 weeks will be selected and recognized on social media as well as at a school board meeting.</p> <p>Strategy's Expected Result/Impact: Teachers will take part by nominating and voting each 9 weeks. At the conclusion of the school year, teachers then have the chance of being selected for Teacher of the Year.</p> <p>Staff Responsible for Monitoring: Administration, Instructional Coach, Teachers</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: 2.2.3 Administration team will be highly visible and lead through an open door policy.</p> <p>Strategy's Expected Result/Impact: Increased teacher morale and also a more effective environment, staff survey results.</p> <p>Staff Responsible for Monitoring: Administration, Faculty</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

District Goal 3: Empower staff with resources to ensure student excellence.

Core Belief Three: We are committed to providing the resources necessary to ensure educational excellence.





Campus Goal #3: The Alamo Middle School is committed to providing and utilizing all available resources to ensure educational excellence and continuing to strive to improve all facets of AMS.

Standard #3: Executive Leadership: The principal is responsible for modeling a consistent focus and personal responsibility for improving student outcome.

Performance Objective 1: Alamo Middle School will work to create a campus that will seek ways to improve all facets of the culture and atmosphere of AMS. Administration will see feedback of all stakeholders to meet the needs of our diverse community.

Evaluation Data Sources: Documentation of feedback from parents, students and faculty.

Strategy 1 Details	Reviews			
<p>Strategy 1: 3.1.1 Alamo Middle School will have a shared focus for the school year and will be known by all stakeholders. Purpose will be to create a positive atmosphere focused on academic excellence.</p> <p>Strategy's Expected Result/Impact: Theme will be shared on information to the public as well as seen on campus.</p> <p>Staff Responsible for Monitoring: Administration, Faculty</p> <p>Funding Sources: - 199 - General Fund: Local, - 461 - Campus Activity Fund</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: 3.1.2 Administration team will create and share a campus newsletter to be shared with the faculty containing upcoming important dates, staff birthdays and highlighting faculty members.</p> <p>Strategy's Expected Result/Impact: Feedback from staff</p> <p>Staff Responsible for Monitoring: Administration Team</p> <p>Funding Sources: - 199 - General Fund: Local, - 461 - Campus Activity Fund</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: 3.1.3 Administration will work to create a campus culture focused on improving quality of experience of not only our students and faculty, but also stakeholders.</p> <p>Strategy's Expected Result/Impact: Alamo Middle School will convey a campus that listens to the needs of our diverse stakeholders and work to make decisions best for the entire campus.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: 3.1.4 Alamo Middle School faculty will be encouraged to apply for the Education Foundation grants which are selected and awarded each year. These grants will be used to improve the quality of experience of our students both in the classroom as well as on the campus in general.</p> <p>Strategy's Expected Result/Impact: Grants applications will be submitted by faculty.</p> <p>Staff Responsible for Monitoring: Administration, Faculty</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: 3.1.5 Students will have opportunities to become involved in clubs and organizations which will help to strengthen self-esteem and a sense of community. Clubs and organizations will be developed in this first year and others will continue to be sought.</p> <p>Strategy's Expected Result/Impact: Good amount of involvement and participation by our students in clubs and organizations</p> <p>Staff Responsible for Monitoring: Administration, Counselor, Faculty</p> <p>Funding Sources: - 199 - General Fund: Local, - 461 - Campus Activity Fund</p>	Formative			Summative
	Oct	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>				

District Goal 4: Provide a safe and secure learning environment, cultivating character and high expectations.

Core Belief Four: We believe all students deserve to be educated in a safe and secure environment with high expectations for positive student behavior.





Campus Goal #4: Alamo Middle School will work to provide a safe, healthy and positive campus focused on the development of students physically, mentally, socially and emotionally.

Standard #4: School Culture: The principal is responsible for establishing and implementing a shared vision and culture of high expectations for all staff and students.

Performance Objective 1: Alamo Middle School will develop a campus environment where safety checks and procedures will be engrained not only in the faculty, but also the students. In turn, campus culture will be safe and orderly which will help to maintain an environment conducive to learning.

Evaluation Data Sources: Safety Checks, Logs, Drill Documentation and Raptor

Strategy 1 Details	Reviews			
<p>Strategy 1: 4.1.1 Alamo Middle School will conduct multiple type of drills such as fire, inclement weather, as well as lock-down. Lock-down drills will be conducted through the use of the "I Love You Guys" program which is in place in Ennis ISD. Informacast program used district-wide to inform teachers and students impending circumstances. Strategy's Expected Result/Impact: All drills will be logged and placed on the calendar to ensure all faculty is aware. Faculty will be briefed at the conclusion of each drill. Staff Responsible for Monitoring: Administration, Ennis ISD Police Dept., Faculty Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: 4.1.2 All staff will be required to participate in Region 10 training modules focused upon suicide prevention and recognition, reporting of child abuse and sexual harassment. Strategy's Expected Result/Impact: 100% completion rate for all assigned modules. Staff Responsible for Monitoring: Administration, Central Office Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: 4.1.3 Alamo Middle School will develop a discipline plan that will be consistent, persistent and fair. Lunch Detentions, ISS, OSS and DAEP placements will be appropriate for offenses committed.</p> <p>Strategy's Expected Result/Impact: PEIMS Discipline Data will be established which will then give us data this first year.</p> <p>Staff Responsible for Monitoring: Administration, ISS Teacher, PEIMS Secretary, Counselor</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: 4.1.4 Alamo Middle School will implement the Raptor System in which all visitors must present a valid ID which will allow for a security check. A Raptor visitor badge which will identify the person will be worn while on campus. All faculty and staff will wear ID badges to identify them as campus employees.</p> <p>Strategy's Expected Result/Impact: An added measure to control visitors on campus and determine any conflicting safety issues. A visitor log will be kept through the use of the Raptor system.</p> <p>Staff Responsible for Monitoring: Administration, Faculty Members</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: 4.1.5 Alamo Middle School's counselor will work collaboratively with other staff, utilizing Time Kettle technology if needed, to meet with both those new to the district and non-English speakers, to help acclimate them with current school environment and culture.</p> <p>Strategy's Expected Result/Impact: Increased effective communication with students and parents.</p> <p>Staff Responsible for Monitoring: Administration, Counselor</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	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>				

District Goal 4: Provide a safe and secure learning environment, cultivating character and high expectations.

Core Belief Four: We believe all students deserve to be educated in a safe and secure environment with high expectations for positive student behavior.





Campus Goal #4: Alamo Middle School will work to provide a safe, healthy and positive campus focused on the development of students physically, mentally, socially and emotionally.

Standard #4: School Culture: The principal is responsible for establishing and implementing a shared vision and culture of high expectations for all staff and students.

Performance Objective 2: Alamo Middle School will provide opportunities for students to grow in maturity and develop a strong character which will lead to positive behavior.

Evaluation Data Sources: Skyward: Discipline Referrals, Student Involvement and Participation in Clubs and Organizations.

Strategy 1 Details	Reviews			
<p>Strategy 1: 4.2.1 Alamo Middle School will implement a PBIS System through the use of our district's Lion Pride Way character program. This program will emphasize positive behavior and will reward for such actions through weekly raffles in which students will receive chances by displaying those traits.</p> <p>Strategy's Expected Result/Impact: A decrease in discipline referrals and a more positive atmosphere which will lead to more of an environment conducive to learning.</p> <p>Staff Responsible for Monitoring: Administration, Counselor, PEIMS Clerk</p> <p>Funding Sources: - 199 - General Fund: Local, - 461 - Campus Activity Fund</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: 4.2.2 Students will have opportunities to become involved in clubs and organizations which will help to strengthen self-esteem and a sense of community. Clubs and organizations will be developed in this first year and others will continue to be sought.</p> <p>Strategy's Expected Result/Impact: Each year we will see increased growth in participation and in turn added positive growth behaviorally within the student body.</p> <p>Staff Responsible for Monitoring: Administration, Counselor, Clubs and Organization sponsors</p> <p>Funding Sources: - 199 - General Fund: Local, - 461 - Campus Activity Fund</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: 4.2.3 Alamo Middle School will recognize students for perfect attendance and provide incentives.</p> <p>Strategy's Expected Result/Impact: Average daily attendance (ADA) rates will be monitored. Truancy will be filed on those students who fail to comply with attendance as set by the state.</p> <p>Staff Responsible for Monitoring: Administration, Attendance Clerk, Truancy Officer</p> <p>Funding Sources: - 461 - Campus Activity Fund</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: 4.2.4 Alamo Middle School will recognize students which exemplify our Lion Pride Traits and Characteristics by selecting one boy and one girl as the student of the nine weeks.</p> <p>Strategy's Expected Result/Impact: Recognizing those selected students will help build their self-esteem as well as shining a light for others to work for the recognition. Positive attitudes will be displayed which has a direct impact on both academic and social success.</p> <p>Staff Responsible for Monitoring: Administrators, Counselor</p> <p>Funding Sources: - 199 - General Fund: Local, - 461 - Campus Activity Fund</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: 4.2.5 The counselor will work to provide guidance counseling to all students as well as new students. One on one and small group meetings will be scheduled. Both character traits, and both social and academic skills will be focused upon.</p> <p>Strategy's Expected Result/Impact: Students will be better equipped to handle the natural stresses and anxiety which normally occur within this age group. Social skills will help the students to seek positive friends and support groups.</p> <p>Staff Responsible for Monitoring: Counselor, Administrators</p> <p>Funding Sources: - 199 - General Fund: Local, - 461 - Campus Activity Fund</p>	Formative			Summative
	Oct	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>				

District Goal 5: Maintain a positive two-way partnership designed to strengthen the strategies aligned to the district vision and continuously improve teacher effectiveness and student outcomes.

Core Belief Five: We believe that maintaining a positive two-way partnership with our community will enhance and strengthen our school system's appeal.

Campus Goal #5: Alamo Middle School will develop and maintain positive partnerships with all stakeholders that improve teacher effectiveness and student outcomes.





Standard #5: Strategic Operations: The principal outlines and tracks clear goals, targets, and strategies aligned to a school vision that continuously improves teacher effectiveness and student outcomes.

Performance Objective 1: Alamo Middle School will create and maintain positive communication and involvement between the school and community.

Evaluation Data Sources: Positive engagement at school functions. Communication between school and community through social media and other forms of digital basis will be established.

Strategy 1 Details	Reviews			
<p>Strategy 1: 5.1.1 Alamo Middle School will focus on communication within the campus amongst all faculty. This will be achieved through faculty and committee meetings to address campus needs.</p> <p>Strategy's Expected Result/Impact: Sign in sheets from all campus meetings.</p> <p>Staff Responsible for Monitoring: Administration, Department Heads, Site Base Team</p> <p>Funding Sources: - 199 - General Fund: Local, - 211 - Title I, Part A Improving Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: 5.1.2 Alamo Middle School will meet with department heads as well as Site Based Team during regularly scheduled meetings to address and plan the year and work to maximize quality of instruction and instruction time.</p> <p>Strategy's Expected Result/Impact: Meeting minutes and decisions will be shared and incorporated to improve quality at the campus.</p> <p>Staff Responsible for Monitoring: Administration, Department Heads, Curriculum Facilitators and Strategists.</p> <p>Funding Sources: - 199 - General Fund: Local, - 211 - Title I, Part A Improving Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: 5.1.3 Alamo Middle School will work to form a budget based on the instructional and physical needs of the campus that will reflect a focus on a positive effective learning campus.</p> <p>Strategy's Expected Result/Impact: Budget submitted will reflect the needs of the campus both instructional and physical.</p> <p>Staff Responsible for Monitoring: Administration, Team Leaders and PEIMS Secretary</p> <p>Funding Sources: - 199 - General Fund: Local, - 211 - Title I, Part A Improving Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: 5.1.4 Alamo Middle School Administration will continue to meet with Central Office staff including Superintendent and other members of the Senior Cabinet to be informed of district initiatives and policies.</p> <p>Strategy's Expected Result/Impact: Following meeting with Central Office staff, important information will be shared via Email and faculty meetings.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Funding Sources: - 199 - General Fund: Local, - 211 - Title I, Part A Improving Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: 5.1.5 Alamo Middle School will work to create a functioning PTO which will hold meetings and increase family involvement. A Meet the Teacher will begin the year and other opportunities to increase both parent and community involvement will be created.</p> <p>Strategy's Expected Result/Impact: Parental attendance will be documented and gauged throughout the year.</p> <p>Staff Responsible for Monitoring: Administration, Faculty Members, PTO Officers</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: 5.1.6 Alamo Middle School will maintain a Lion Pride Production show to convey to students through the Promethean and BenQ interactive boards. Announcements will be made daily during 2nd period with the Pledges for both the US and Texas.</p> <p>Strategy's Expected Result/Impact: More awareness by the students, parents and community for campus events.</p> <p>Staff Responsible for Monitoring: Administration, Counselor, Librarian, Teachers</p> <p>Funding Sources: - 199 - General Fund: Local, - 461 - Campus Activity Fund</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 7 Details	Reviews			
<p>Strategy 7: 5.1.7 Alamo Middle School teachers and parent will communicate through multiple tools such as a campus newsletter, Remind 101, Skyward Family Access, Email, campus and district website, Facebook, EISD App, Canvas, positive parent campus, messenger, EISD Anonymous tip line and teacher created newsletters.</p> <p>Strategy's Expected Result/Impact: Administrators, Faculty, Documentation of parent/teacher contact, Social Media traffic on Facebook site.</p> <p>Staff Responsible for Monitoring: Administration, Counselor, Librarian</p>	Formative			Summative
	Oct	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>				

District Goal 6: Provide high-quality facilities with an instructional focus.





Core Belief Six: We believe our facilities should be of the highest quality and well maintained to meet the needs of all stakeholders of the district.

Campus Goal #6: Alamo Middle School will continually work to ensure our facilities are well maintained and support the needs of our students, staff and community.

Performance Objective 1: Alamo Middle School will strive to keep our historic campus and grounds clean and orderly. We will report and monitor maintenance requests in a timely manner.

Evaluation Data Sources: Overall appearance of interior and exterior campus, maintenance ticket response time

Strategy 1 Details	Reviews			
<p>Strategy 1: 6.1.1 Ennis ISD will use Maximo software to report maintenance request or work orders. Alamo Middle School will use this system to report issues on campus, also by email to Sodexo from Administration and Campus Secretary.</p> <p>Strategy's Expected Result/Impact: Amount of time for work tickets to be completed.</p> <p>Staff Responsible for Monitoring: Administration, Campus Secretary, EISD Operations, Sodexo Manager</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: 6.1.2 Alamo Middle School will conduct daily checks / inspections of locations on campus and report immediately to clean up acts of vandalism.</p> <p>Strategy's Expected Result/Impact: Appearance of building and facilities</p> <p>Staff Responsible for Monitoring: Administration, Faculty, Sodexo</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: 6.1.3 Alamo Middle School staff will monitor outside appearances of the campus and report any trouble areas.</p> <p>Strategy's Expected Result/Impact: Well maintained and clean exterior of the building.</p> <p>Staff Responsible for Monitoring: Administration, Faculty, Sodexo</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: 6.1.4 Alamo Middle School Principal will meet monthly with the Sodexo Manager and EISD Operations Rep to discuss building use and status of work orders.</p> <p>Strategy's Expected Result/Impact: Cleanliness of campus and increased and improved quality of communication</p> <p>Staff Responsible for Monitoring: Principal, Sodexo Manager, EISD Operations Rep.</p> <p>Funding Sources: - 199 - General Fund: Local</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: 6.1.5 Ennis ISD PD will conduct daily exterior door checks and report maintenance issues.</p> <p>Strategy's Expected Result/Impact: Increased security by handling security of doors immediately</p> <p>Staff Responsible for Monitoring: EISD PD, Administration, Sodexo</p>	Formative			Summative
	Oct	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>				

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Patricia Drake	Instructional Coach- Position #1003889	Admin. Other	1.0

Campus Funding Summary

199 - General Fund: Local					
District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	1	3			\$0.00
1	1	4			\$0.00
1	1	5			\$0.00
1	1	6			\$0.00
1	1	7			\$0.00
1	1	8			\$0.00
1	1	9			\$0.00
2	1	1			\$0.00
2	1	2			\$0.00
2	1	3			\$0.00
2	1	4			\$0.00
2	1	5			\$0.00
2	1	7			\$0.00
2	2	1			\$0.00
2	2	2			\$0.00
2	2	3			\$0.00
3	1	1			\$0.00
3	1	2			\$0.00
3	1	3			\$0.00
3	1	4			\$0.00
3	1	5			\$0.00
4	1	1			\$0.00
4	1	2			\$0.00
4	1	3			\$0.00
4	1	4			\$0.00

199 - General Fund: Local

District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	5			\$0.00
4	2	1			\$0.00
4	2	2			\$0.00
4	2	4			\$0.00
4	2	5			\$0.00
5	1	1			\$0.00
5	1	2			\$0.00
5	1	3			\$0.00
5	1	4			\$0.00
5	1	5			\$0.00
5	1	6			\$0.00
6	1	1			\$0.00
6	1	2			\$0.00
6	1	3			\$0.00
6	1	4			\$0.00

Sub-Total \$0.00

199 - Special Education: State

District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	199		\$0.00

Sub-Total \$0.00

211 - Title I, Part A Improving Basic Program

District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	1	2			\$0.00
1	1	3			\$0.00
1	1	4			\$0.00
1	1	6			\$0.00
2	1	1			\$0.00
2	1	2			\$0.00
2	1	3			\$0.00

211 - Title I, Part A Improving Basic Program

District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	1	1			\$0.00
5	1	2			\$0.00
5	1	3			\$0.00
5	1	4			\$0.00
Sub-Total					\$0.00

224 - IDEA B, Formula (SpEd)

District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			\$0.00
1	1	5			\$0.00
Sub-Total					\$0.00

410 - IMA-Instructional Materials Allotment

District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	7			\$0.00
Sub-Total					\$0.00

461 - Campus Activity Fund

District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	5			\$0.00
2	2	1			\$0.00
3	1	1			\$0.00
3	1	2			\$0.00
3	1	5			\$0.00
4	2	1			\$0.00
4	2	2			\$0.00
4	2	3			\$0.00
4	2	4			\$0.00
4	2	5			\$0.00
5	1	6			\$0.00
Sub-Total					\$0.00

289 - Title IV Part A

District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	7	Digital software for postsecondary exploration of career interests to increase achievement in math and reading	289 E 31 6399 00 044 3 24 000	\$1,600.00
Sub-Total					\$1,600.00