

**Conroe Independent School District**  
**Irons Junior High School**  
**2022-2023 Campus Improvement Plan**



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  - Goal 2: School Leadership and Fiscal Responsibility CISD will foster the development of successful and dynamic leaders who effectively and efficiently manage their teams and fiscal resources. 18
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  - Goal 4: Safe and Collaborative School Culture CISD will strive to cultivate a safe, positive, and collaborative school culture, conducive to learning, by creating and implementing specific behavioral expectations and management systems, developing responsive student support teams that focus on the needs of every student, and enhancing two-way communication and building partnerships with parents and the community in accordance with the education standards outlined by the State and the values of our community. 21
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# Comprehensive Needs Assessment

## Student Achievement

### Student Achievement Summary

Irons Junior High is a 7th and 8th grade campus with a total of 1,278 Students. Irons Junior High is committed to excellence and focus on adding value to all students. In the 2021-2022 school year, Irons Jr. High earned a B accountability rating for over all student performance with Distinction Designations in Science, Social Studies, and Postsecondary Readiness. Irons Junior High pursuit of academic excellence is supported by meeting our students where they are and adding value. This is accomplished by identifying students with educational gaps and then providing targeted intervention to help those students achieve success. Our staff recognizes that building strong relationships with students will in turn impact academic achievement.

### Distinction Designations:

#### Science

#### Social Studies

#### Postsecondary Readiness

#### 2022 STAAR Math Performance

7th grade 68%

8th Grade 82%

#### 2022 STAAR Reading Performance

7th grade 82%

8th grade 85%

#### 2022 STAAR Science Performance

8th grade 83%

## **2022 STAAR Social Studies Performance**

**8th grade 78%**

**2022 Algebra EOC 100%**

**2022 TELPAS Progress 29%**

### **Student Achievement Strengths**

Irons Jr. High received Distinction Designations in:

Science

Social Studies

Postsecondary Readiness

Irons Junior High continues to add value to students as evident in year to year performance growth:

Comparing 2021 and 2022 STAAR Irons 8th Grade ELA increased approaches by 6% meets by 8% and masters by 17%

Comparing 2021 and 2022 STAAR Irons 7th Grade ELA increased approaches by 4% meets by 2.5% and masters by 6%

Comparing 2021 and 2022 STAAR Irons 8th Grade Math increased approaches by 2% meets by 2% and masters by 9%

Comparing 2021 and 2022 STAAR Irons 7th Grade Math increased approaches by 4% and masters by 4%

Comparing 2021 and 2022 STAAR Irons 8th Grade Social Studies increased approaches by 4% meets by 8% and masters by 10%

Algebra 100% meets and 90% masters

### **Problem Statements Identifying Student Achievement Needs**

**Problem Statement 1 (Prioritized):** 7th Grade Math special education students have a 30% pass rate on the 7th grade STAAR. **Root Cause:** Lack of fidelity in working with support staff to develop and implement individual instructional best practices for students.

**Problem Statement 2 (Prioritized):** 8th Grade Math emergent bilingual students have a 60% pass rate on 8th grade STAAR. **Root Cause:** Lack of collaboration and fidelity in developing and implementing instructional best practices.

**Problem Statement 3:** 8th Grade Social Studies emergent bilingual students have a 42% pass rate on 8th grade STAAR. **Root Cause:** Lack of targeted structured conversation and processing time.

**Problem Statement 4 (Prioritized):** 7th Grade ELA economically disadvantaged students have a 53% pass rate on 7th Grade STAAR. **Root Cause:** Lack of preparedness for online assessments and limited reading stamina.

**Problem Statement 5 (Prioritized):** 8th Grade ELA special education students have a 10% meets rate on 8th Grade STAAR. **Root Cause:** Lack of fidelity in working with support staff to develop and implement individual instructional best practices for students.

**Problem Statement 6 (Prioritized):** Limited number of ESL students reaching advanced and advanced high in TELPAS listen and speaking. **Root Cause:** Lack of fidelity when implementing summit K-12 listening and speaking program and 7 Steps strategies in the classroom.

**Problem Statement 7:** 8th Grade Science emergent bilingual students have a 34% meets rate on 8th grade STAAR. **Root Cause:** Lack of teacher understanding of the instructional strategies needed to meet linguistic needs.

# Culture and Climate

## Culture and Climate Summary

Irons Jr. High has a long history of building positive relationships with all members of our school community. We have a warm, inviting family feel to our campus, leading to mutual respect among all school members. With the use of our campus-wide PBIS systems, Irons Jr. High has developed strategies that have led to high success levels. Expectations for behavior are high, and we are proud to have mature, respectful, courteous students. The culture of care extends to all community members.

A review of discipline referrals that included student misbehavior reported bullying, drug offenses, along with ISS and DAEP placements, indicates that Irons Jr. High has students who understand and follow school rules and expectations compared with similar other schools. Irons continues to focus on the whole student by meeting the academic need and addressing the emotional health, attendance, and safety of all students and staff.

## Culture and Climate Strengths

At Irons Junior High data from the OHI survey indicates that teachers have a voice in decisions made for the campus. Student feedback shows that students feel safe and secure while on campus. Students report that Irons is a warm and welcoming school where teachers care about students' academic and social-emotional success. Students respect and celebrate the diversity that is represented on the Irons Jr. High Campus.

Irons Jr. High School, all staff members will attend the Tough Kid training.

Irons Jr. High School, hiring campus personnel to reflect the cultural and diverse student body is a priority.

“All Means All” at Irons Jr. High. Every students’ academic, social and emotional needs are a priority.

Irons Jr. High School strives to ensure a safe and orderly environment conducive to learning for all students and staff.

Irons Jr. High School, students develop a healthy sense of self and social awareness with empathy and respect for others, successfully manage their emotions, behaviors, and make responsible decisions.

Irons Jr. High School continues to promote Safe Schools through Safe Schools trainings and utilizes mitigation strategies to keep our schools, students, and staff safe.

Irons Jr. High School, we engage students, families, and our community as authentic partners in social and emotional development.

Irons Jr. High School provides professional development on a campus wide positive, proactive instructional approach to behavior through implementation of PBIS Foundations.

### **Problem Statements Identifying Culture and Climate Needs**

**Problem Statement 1:** Excessive tardy referrals. **Root Cause:** Lack of fidelity with hallway expectations.

**Problem Statement 2:** Excessive phone use in the classrooms **Root Cause:** Lack of consistency with CHAMPS and STOIC strategies.

**Problem Statement 3:** Excessive bus referrals. **Root Cause:** Lack of setting proper bus expectations.

# Parent and Community Engagement

## Parent and Community Engagement Summary

Community engagement is continually evident at all events at Irons Jr. High. Our community's positive interactions and feedback have been steadfast over the years. Our community's attendance at events has created positive feedback that recommends more significant events in the future. Community communication is driven with monthly newsletters, weekly campus updates, and a social media presence. Our extracurricular booster club membership is climbing every year, and they continue to support many programs at Irons Jr. High. Even with all the success, we are seeing a decline in PTO memberships the past few years.

## Parent and Community Engagement Strengths

Athletic Booster Club membership has increased yearly.

Cheer Booster Club membership has increased yearly.

Band Booster Club membership has increased yearly.

Monthly newsletters.

Social media presence.

Project mentor.

## Problem Statements Identifying Parent and Community Engagement Needs

**Problem Statement 1:** Lack of parent knowledge of available academic, mental health, social media safety, and nutrition resources at Irons Jr. High and the community. **Root Cause:** Limited of communication and out reach with community members.

**Problem Statement 2:** PTO membership and fund-raising has declined over the past few years. **Root Cause:** Limited advertising of PTO membership information, and reduction in participation due to COVID.

**Problem Statement 3:** Loss of parents involved in student academic life. **Root Cause:** Limited outreach to under-served student populations.



# Priority Problem Statements

**Problem Statement 2:** 7th Grade Math special education students have a 30% pass rate on the 7th grade STAAR.

**Root Cause 2:** Lack of fidelity in working with support staff to develop and implement individual instructional best practices for students.

**Problem Statement 2 Areas:** Student Achievement

**Problem Statement 3:** 8th Grade Math emergent bilingual students have a 60% pass rate on 8th grade STAAR.

**Root Cause 3:** Lack of collaboration and fidelity in developing and implementing instructional best practices.

**Problem Statement 3 Areas:** Student Achievement

**Problem Statement 4:** 7th Grade ELA economically disadvantaged students have a 53% pass rate on 7th Grade STAAR.

**Root Cause 4:** Lack of preparedness for online assessments and limited reading stamina.

**Problem Statement 4 Areas:** Student Achievement

**Problem Statement 5:** 8th Grade ELA special education students have a 10% meets rate on 8th Grade STAAR.

**Root Cause 5:** Lack of fidelity in working with support staff to develop and implement individual instructional best practices for students.

**Problem Statement 5 Areas:** Student Achievement

**Problem Statement 1:** Limited number of ESL students reaching advanced and advanced high in TELPAS listen and speaking.

**Root Cause 1:** Lack of fidelity when implementing summit K-12 listening and speaking program and 7 Steps strategies in the classroom.

**Problem Statement 1 Areas:** Student Achievement

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card and accountability data

## Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- PSAT
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Compass Learning accelerated reading assessment data for Grades 6-8 (TEA approved statewide license)
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data
- STEM and/or STEAM data
- Pregnancy and related services data

#### **Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

#### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- 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
- Equity data
- T-P ESS data

#### **Parent/Community Data**

- Parent surveys and/or other feedback

- Community surveys and/or other feedback

### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices







# Goals

## Goal 1: Student Achievement and Post-Secondary Success

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

**Performance Objective 1:** Increase this years 8th grade Social Studies emergent bilingual STAAR performance from 42% to 47%.

**Evaluation Data Sources:** Classroom Assessment, CFA Assessment, Interim Assessment, STAAR Assessment Data








| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews                                                                              |            |            |                  |
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| <p><b>Strategy 1:</b> Provide Professional Learning in 7 Steps to a Language Rich Interactive Classroom and implement the strategies with fidelity.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR Assessment</p> <p><b>Staff Responsible for Monitoring:</b> PLC, Administration</p> <p><b>Funding Sources:</b> Instructional Materials - State Comp Ed - \$4,000</p>                                                                                                                                                                                                                                                                                       | <b>Formative</b>                                                                     |            |            | <b>Summative</b> |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews                                                                              |            |            |                  |
| <p><b>Strategy 2:</b> Provide Professional Learning in development of Student Success Criteria.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR Assessment</p> <p><b>Staff Responsible for Monitoring:</b> PLC, Administration</p> <p><b>Funding Sources:</b> Extra Duty Pay - ESSER III - \$5,000</p>                                                                                                                                                                                                                                                                                                                                                        | <b>Formative</b>                                                                     |            |            | <b>Summative</b> |
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**Goal 1: Student Achievement and Post-Secondary Success**

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

**Performance Objective 2:** Increase this years 7th Grade Math special education student STAAR performance from 30% to 40%.

**Evaluation Data Sources:** Classroom Assessment, CFA Assessment, Interim Assessment, STAAR Assessment Data








| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews                                                                               |            |            |                  |
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| <p><b>Strategy 1:</b> Provide Professional Learning in development of Student Success Criteria.<br/> <b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR Assessment<br/> <b>Staff Responsible for Monitoring:</b> PLC, Administration</p> <p><b>TEA Priorities:</b><br/>                     Build a foundation of reading and math<br/> <b>Funding Sources:</b> Extra Duty Pay - ESSER III - \$5,000</p>                                                                        | <b>Formative</b>                                                                      |            |            | <b>Summative</b> |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews                                                                               |            |            |                  |
| <p><b>Strategy 2:</b> Provide Professional Learning with special education staff to develop and train in proper student support and tiered assignments.<br/> <b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR Assessment<br/> <b>Staff Responsible for Monitoring:</b> PLC, Administration</p> <p><b>Funding Sources:</b> Teacher - State Comp Ed - \$60,850</p>                                                                                                              | <b>Formative</b>                                                                      |            |            | <b>Summative</b> |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews                                                                               |            |            |                  |
| <p><b>Strategy 3:</b> Provide Accelerated instruction material to meet HB 4545 needs.<br/> <b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR Assessment<br/> <b>Staff Responsible for Monitoring:</b> PLC, Administration, Instructional Coach</p> <p><b>Funding Sources:</b> Dream Box Math Learning Software - State Comp Ed - \$6,850, Intervention Teacher - ESSER III - \$68,000, Intervention Teacher - ESSER III - \$70,000, Chromebooks - ESSER III - \$25,000</p>     | <b>Formative</b>                                                                      |            |            | <b>Summative</b> |
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**Goal 1: Student Achievement and Post-Secondary Success**

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

**Performance Objective 3:** Increase this years 8th Grade Math emergent bilingual student STAAR performance from 60% to 70%.

**Evaluation Data Sources:** Classroom Assessment, CFA Assessment, Interim Assessment, STAAR Assessment Data








| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews                                                                               |            |            |                  |
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| <p><b>Strategy 1:</b> Provide Professional Learning in 7 Steps to a Language Rich Interactive Classroom and implement the strategies with fidelity.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR Assessment</p> <p><b>Staff Responsible for Monitoring:</b> PLC, Administration</p> <p><b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p><b>Funding Sources:</b> Teacher - State Comp Ed - \$58,800, Teacher - State Comp Ed - \$59,750</p>                                                                                                                                                                                         | <b>Formative</b>                                                                      |            |            | <b>Summative</b> |
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| <p><b>Strategy 2:</b> Provide Professional Learning in development of Student Success Criteria.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR Assessment</p> <p><b>Staff Responsible for Monitoring:</b> PLC, Administration</p> <p><b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p><b>Funding Sources:</b> Extra Duty Pay - ESSER III - \$5,000</p>                                                                                                                                                                                                                                                                               | <b>Formative</b>                                                                      |            |            | <b>Summative</b> |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews                                                                               |            |            |                  |
| <p><b>Strategy 3:</b> Provide Accelerated instruction material to meet HB 4545 needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR Assessment</p> <p><b>Staff Responsible for Monitoring:</b> PLC, Administration, Instructional Coach</p> <p><b>Funding Sources:</b> Dream Box Math Learning Software - State Comp Ed - \$6,850, Teacher - State Comp Ed - \$62,470, Chromebooks - ESSER III - \$25,000</p>                                                                                                                                                                                                                                               | <b>Formative</b>                                                                      |            |            | <b>Summative</b> |
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**Goal 1: Student Achievement and Post-Secondary Success**

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

**Performance Objective 4:** Increase this years 7th Grade ELA economically disadvantaged students STAAR performance from 53% to 60%.

**Evaluation Data Sources:** Classroom Assessment, CFA Assessment, Interim Assessment, STAAR Assessment Data

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews                                                                               |     |     |           |
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| <p><b>Strategy 1:</b> Identify learning gaps using formal and informal assessment data.<br/> <b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR Assessment<br/> <b>Staff Responsible for Monitoring:</b> PLC. Administration<br/><br/> <b>Funding Sources:</b> Extra Duty Pay - ESSER III - \$5,000</p>                                                                                                                                                                                                                 | Formative                                                                             |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews                                                                               |     |     |           |
| <p><b>Strategy 2:</b> Provide Professional Learning in CISD best practices in ELA strategy groups.<br/> <b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR Assessment<br/> <b>Staff Responsible for Monitoring:</b> PLC. Administration<br/><br/> <b>Funding Sources:</b> Instructional Materials - ESSER III - \$5,000</p>                                                                                                                                                                                             | Formative                                                                             |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews                                                                               |     |     |           |
| <p><b>Strategy 3:</b> Provide Accelerated instruction material to meet HB 4545 needs.<br/> <b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR Assessment<br/> <b>Staff Responsible for Monitoring:</b> PLC, Administration, Instructional Coach<br/><br/> <b>Funding Sources:</b> Imagine Learning Reading Intervention Software - State Comp Ed - \$3,000, Teacher - State Comp Ed - \$70,570, Instructional Materials - State Comp Ed - \$4,046</p>                                                                   | Formative                                                                             |     |     | Summative |
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**Goal 1: Student Achievement and Post-Secondary Success**

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

**Performance Objective 5:** Increase this years 8th Grade ELA special education students meets STAAR performance from 10% to 15%.

**Evaluation Data Sources:** Classroom Assessment, CFA Assessment, Interim Assessment, STAAR Assessment Data







| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews                                                                             |            |            |                  |
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| <p><b>Strategy 1:</b> Identify learning gaps using formal and informal assessment data.<br/> <b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR Assessment<br/> <b>Staff Responsible for Monitoring:</b> PLC. Administration</p> <p><b>TEA Priorities:</b><br/>                     Build a foundation of reading and math<br/> <b>Funding Sources:</b> Instructional Supplies - ESSER III - \$5,000</p>                                                                                                                                       | <b>Formative</b>                                                                    |            |            | <b>Summative</b> |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>Oct</b>                                                                          | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews                                                                             |            |            |                  |
| <p><b>Strategy 2:</b> Provide Professional Learning in CISD best practices in ELA strategy groups.<br/> <b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR Assessment<br/> <b>Staff Responsible for Monitoring:</b> PLC. Administration</p> <p><b>TEA Priorities:</b><br/>                     Build a foundation of reading and math<br/> <b>Funding Sources:</b> Instructional Materials - State Comp Ed - \$4,000</p>                                                                                                                       | <b>Formative</b>                                                                    |            |            | <b>Summative</b> |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>Oct</b>                                                                          | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  |            |            |                  |
| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews                                                                             |            |            |                  |
| <p><b>Strategy 3:</b> Provide Accelerated instruction material to meet HB 4545 needs.<br/> <b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR Assessment<br/> <b>Staff Responsible for Monitoring:</b> PLC, Administration, Instructional Coach</p> <p><b>TEA Priorities:</b><br/>                     Build a foundation of reading and math<br/> <b>Funding Sources:</b> Imagine Learning Reading Intervention Software - State Comp Ed - \$3,000, Teacher - State Comp Ed - \$59,100, Instructional Resources - State Comp Ed - \$4,000</p> | <b>Formative</b>                                                                    |            |            | <b>Summative</b> |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>Oct</b>                                                                          | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                     |            |            |                  |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>                        |                                                                                     |            |            |                  |

**Goal 1: Student Achievement and Post-Secondary Success**

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

**Performance Objective 6:** Increase this years emergent bilingual students TELPAS progress from 34% to 40%.

**Evaluation Data Sources:** Increase student performance on TELPAS Assessment





| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Reviews                                                                             |            |            |                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Professional learning in 7-Steps to a language rich classroom.<br/> <b>Strategy's Expected Result/Impact:</b> Increase student academic vocabulary.<br/> <b>Staff Responsible for Monitoring:</b> Administration<br/><br/> <b>Funding Sources:</b> 7 Step to a Language Rich Interactive Classroom - Title III - \$5,000</p>                                                                                                                 | <b>Formative</b>                                                                    |            |            | <b>Summative</b> |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>Oct</b>                                                                          | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  |            |            |                  |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Reviews                                                                             |            |            |                  |
| <p><b>Strategy 2:</b> Targeted small group intervention groups with summit K-12.<br/> <b>Strategy's Expected Result/Impact:</b> Increase speaking outcomes on TELPAS<br/> <b>Staff Responsible for Monitoring:</b> ESL teacher, PLC's, Administration<br/><br/> <b>Funding Sources:</b> Summit K-12 Intervention Software - ESSER III - \$14,376, Instructional Resources - State Comp Ed - \$3,000, Chromebooks - ESSER III - \$25,000</p>                        | <b>Formative</b>                                                                    |            |            | <b>Summative</b> |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>Oct</b>                                                                          | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  |            |            |                  |
| <p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p> |                                                                                     |            |            |                  |

**Goal 2: School Leadership and Fiscal Responsibility**

CISD will foster the development of successful and dynamic leaders who effectively and efficiently manage their teams and fiscal resources.

**Performance Objective 1:** To maintain efficient and effective fiscal management of resources and operations.

**Evaluation Data Sources:** Financial Statements and Audits





| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Professional Learning in financial systems.<br><b>Strategy's Expected Result/Impact:</b> Increase knowledge of administrative team<br><b>Staff Responsible for Monitoring:</b> Administration                                                                                                                                                                                                                                                                                                                             | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Oct       | Dec | Mar | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |

**Goal 2: School Leadership and Fiscal Responsibility**

CISD will foster the development of successful and dynamic leaders who effectively and efficiently manage their teams and fiscal resources.

**Performance Objective 2:** To increase performance adaptation of Organizational Health by 3 points.

**Evaluation Data Sources:** Organizational Health Instrument.





| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Administration training in the structure of the organizational health instrument.<br><b>Strategy's Expected Result/Impact:</b> Increase OHI results<br><b>Staff Responsible for Monitoring:</b> Administration                                                                                                                                                                                                                                                                                                            | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Oct       | Dec | Mar | June      |
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| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |

**Goal 3:** Recruitment, Development, and Retention of Staff

CISD will recruit, develop, and retain a highly-qualified staff to ensure effective instruction for all students.

**Performance Objective 1:** To recruit, retain and develop highly qualified teachers and staff for all students.

**Evaluation Data Sources:** Exit Interviews, Staff Retention Data





| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Review exit interview feedback and conduct staff satisfaction surveys twice a year.<br><b>Strategy's Expected Result/Impact:</b> Increase retention of staff.<br><b>Staff Responsible for Monitoring:</b> Administration                                                                                                                                                                                                                                                                                                  | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Oct       | Dec | Mar | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |

**Goal 4: Safe and Collaborative School Culture**

CISD will strive to cultivate a safe, positive, and collaborative school culture, conducive to learning, by creating and implementing specific behavioral expectations and management systems, developing responsive student support teams that focus on the needs of every student, and enhancing two-way communication and building partnerships with parents and the community in accordance with the education standards outlined by the State and the values of our community.

**Performance Objective 1: Reduce campus tardy referrals by 20%**

**Evaluation Data Sources:** Campus referral data





| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Increase community awareness of available programs at Irons Jr. High and in the community by use of our newsletter.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase community awareness and involvement at Irons Jr. High</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>                                                                                                                                                               | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Oct       | Dec | Mar | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |           |     |     |           |
| <p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p> |           |     |     |           |

**Goal 4: Safe and Collaborative School Culture**

CISD will strive to cultivate a safe, positive, and collaborative school culture, conducive to learning, by creating and implementing specific behavioral expectations and management systems, developing responsive student support teams that focus on the needs of every student, and enhancing two-way communication and building partnerships with parents and the community in accordance with the education standards outlined by the State and the values of our community.

**Performance Objective 2:** Administration will work to effectively communicate with parents through newsletters, school messenger (texts/emails), and social media.

**Evaluation Data Sources:** Parent Surveys





| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Parent survey twice a year.<br><b>Strategy's Expected Result/Impact:</b> Survey to evaluate effectiveness of communication.<br><b>Staff Responsible for Monitoring:</b> Administration                                                                                                                                                                                                                                                                                                                                    | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Oct       | Dec | Mar | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |

**Goal 4: Safe and Collaborative School Culture**

CISD will strive to cultivate a safe, positive, and collaborative school culture, conducive to learning, by creating and implementing specific behavioral expectations and management systems, developing responsive student support teams that focus on the needs of every student, and enhancing two-way communication and building partnerships with parents and the community in accordance with the education standards outlined by the State and the values of our community.

**Performance Objective 3:** Implement Champs Expectations for hallways, restrooms, stairways, cell phone usage, tardy, and cafeteria procedures.

**Evaluation Data Sources:** Parent, Teacher, Student Surveys  
Observation, referral data

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Foundations Team will develop one-liner poster and procedures for classrooms, hallway, and cafeteria.<br><b>Strategy's Expected Result/Impact:</b> Orderly hallway transitions.<br><b>Staff Responsible for Monitoring:</b> Foundations Team                                                                                                                                                                                                                                                                              | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Oct       | Dec | Mar | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |







**Goal 5: Effective Instruction**

CISD will deliver meaningful instruction through objective-driven lessons and rigorous learning experiences using appropriate technology and instructional resources, and CISD will analyze data from ongoing formative assessments to foster the development of critical-thinking skills for all learners.

**Performance Objective 1: Intentional Professional Learning with Robert Marzano's New Art and Science of Teaching.**

**Evaluation Data Sources:** Professional Learning Plans





| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Training in Irons 8 of Marzano New Art and Science<br><b>Strategy's Expected Result/Impact:</b> Increase in tier one best practice in the classroom.<br><b>Staff Responsible for Monitoring:</b> PLC's, Administration                                                                                                                                                                                                                                                                                                    | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Oct       | Dec | Mar | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |

**Goal 5: Effective Instruction**

CISD will deliver meaningful instruction through objective-driven lessons and rigorous learning experiences using appropriate technology and instructional resources, and CISD will analyze data from ongoing formative assessments to foster the development of critical-thinking skills for all learners.

**Performance Objective 2:** Ensure all students and staff utilize technology to maximize learning for all students and enhance teachers' educational practices.

**Evaluation Data Sources:** Lesson Plans

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1: Technology Training</b><br><b>Strategy's Expected Result/Impact:</b> Increase in teacher technology knowledge.                                                                                                                                                                                                                                                                                                                                                                                                                | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Oct       | Dec | Mar | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |

# Campus Funding Summary

| Title III                          |           |          |                                                 |              |              |
|------------------------------------|-----------|----------|-------------------------------------------------|--------------|--------------|
| Goal                               | Objective | Strategy | Resources Needed                                | Account Code | Amount       |
| 1                                  | 6         | 1        | 7 Step to a Language Rich Interactive Classroom |              | \$5,000.00   |
| <b>Sub-Total</b>                   |           |          |                                                 |              | \$5,000.00   |
| <b>Budgeted Fund Source Amount</b> |           |          |                                                 |              | \$5,000.00   |
| <b>+/- Difference</b>              |           |          |                                                 |              | \$0.00       |
| State Comp Ed                      |           |          |                                                 |              |              |
| Goal                               | Objective | Strategy | Resources Needed                                | Account Code | Amount       |
| 1                                  | 1         | 1        | Instructional Materials                         |              | \$4,000.00   |
| 1                                  | 2         | 2        | Teacher                                         |              | \$60,850.00  |
| 1                                  | 2         | 3        | Dream Box Math Learning Software                |              | \$6,850.00   |
| 1                                  | 3         | 1        | Teacher                                         |              | \$59,750.00  |
| 1                                  | 3         | 1        | Teacher                                         |              | \$58,800.00  |
| 1                                  | 3         | 3        | Teacher                                         |              | \$62,470.00  |
| 1                                  | 3         | 3        | Dream Box Math Learning Software                |              | \$6,850.00   |
| 1                                  | 4         | 3        | Imagine Learning Reading Intervention Software  |              | \$3,000.00   |
| 1                                  | 4         | 3        | Instructional Materials                         |              | \$4,046.00   |
| 1                                  | 4         | 3        | Teacher                                         |              | \$70,570.00  |
| 1                                  | 5         | 2        | Instructional Materials                         |              | \$4,000.00   |
| 1                                  | 5         | 3        | Imagine Learning Reading Intervention Software  |              | \$3,000.00   |
| 1                                  | 5         | 3        | Teacher                                         |              | \$59,100.00  |
| 1                                  | 5         | 3        | Instructional Resources                         |              | \$4,000.00   |
| 1                                  | 6         | 2        | Instructional Resources                         |              | \$3,000.00   |
| <b>Sub-Total</b>                   |           |          |                                                 |              | \$410,286.00 |
| <b>Budgeted Fund Source Amount</b> |           |          |                                                 |              | \$410,286.00 |
| <b>+/- Difference</b>              |           |          |                                                 |              | \$0.00       |
| ESSER III                          |           |          |                                                 |              |              |
| Goal                               | Objective | Strategy | Resources Needed                                | Account Code | Amount       |
| 1                                  | 1         | 2        | Extra Duty Pay                                  |              | \$5,000.00   |

| ESSER III                          |           |          |                                   |              |              |
|------------------------------------|-----------|----------|-----------------------------------|--------------|--------------|
| Goal                               | Objective | Strategy | Resources Needed                  | Account Code | Amount       |
| 1                                  | 2         | 1        | Extra Duty Pay                    |              | \$5,000.00   |
| 1                                  | 2         | 3        | Chromebooks                       |              | \$25,000.00  |
| 1                                  | 2         | 3        | Intervention Teacher              |              | \$70,000.00  |
| 1                                  | 2         | 3        | Intervention Teacher              |              | \$68,000.00  |
| 1                                  | 3         | 2        | Extra Duty Pay                    |              | \$5,000.00   |
| 1                                  | 3         | 3        | Chromebooks                       |              | \$25,000.00  |
| 1                                  | 4         | 1        | Extra Duty Pay                    |              | \$5,000.00   |
| 1                                  | 4         | 2        | Instructional Materials           |              | \$5,000.00   |
| 1                                  | 5         | 1        | Instructional Supplies            |              | \$5,000.00   |
| 1                                  | 6         | 2        | Chromebooks                       |              | \$25,000.00  |
| 1                                  | 6         | 2        | Summit K-12 Intervention Software |              | \$14,376.00  |
| <b>Sub-Total</b>                   |           |          |                                   |              | \$257,376.00 |
| <b>Budgeted Fund Source Amount</b> |           |          |                                   |              | \$257,376.00 |
| <b>+/- Difference</b>              |           |          |                                   |              | \$0.00       |
| <b>Grand Total Budgeted</b>        |           |          |                                   |              | \$672,662.00 |
| <b>Grand Total Spent</b>           |           |          |                                   |              | \$672,662.00 |
| <b>+/- Difference</b>              |           |          |                                   |              | \$0.00       |