

**DISTRICT GOAL:** Improve instruction for all students, including the sub-populations of Anglo, African-American, Hispanic, Asian & economically disadvantaged.

**NORTH EAST SCHOOL DISTRICT  
CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN  
TEJEDA MIDDLE SCHOOL  
2004-2005**

**SUMMATIVE MEASURE:** All students will pass their respective grade level TAKS, each campus will receive an Exemplary or Recognized accountability rating, and each cluster will have a minimum of ten National Merit Semifinalists.

Board Goals					TARGET AREA	LEVEL				ACTION STRATEGY	FORMATIVE MEASURE	ASSESSMENT TIMELINE	RESPONSIBLE PERSON(S)	COST/ RESOURCES
1	2	3	4	5		E	M	H	D					
					District Initiatives									
					Setting Objectives and providing feedback: 1. Data Teams				X	School DATA team will meet on a regular basis to evaluate multiple data sources and set campus objectives for learning.	100% of schools will use multiple sources of data to set objectives as evidenced by inclusion in campus plans and CIC minutes.	Monthly	Bobbie Turnbo, School Principal; Melissa Jones, and Dan Kerger, Asst. Principals, Dana Stolhandske, Academic Dean, Kim Picirilli, Head Counselor	
					2. Common Assessments				X	Teachers from more than one school will come together to create, share and administer Common Assessments	100% of Common Assessments will adhere to the checklist or rubric for Common Assessments.	October, 2004; December, 2004; March 2005; May 2005	Melissa Jones, Asst. Principal; Content Area Coordinators; Academic Dean	
					3. Feedback - Benchmark Testing				X	Core Subject Areas will use benchmark tests based on the district scope and sequences to set instructional objectives and provide feedback.	Data from benchmarks will be distributed to teachers one week after administration. 100% of teachers will use benchmark data to set learning objectives evidenced in lesson plans.	October, 2004 March, 2005	Melissa Jones, Asst. Principal; Content Area Coordinators; Academic Dean	
					4. Research Based Strategies: 1.) Identifying Similarities and Differences and Classifying				X	Every teacher will use the strategy of classifying on a regular basis.	100% of walkthroughs will show evidence of students working on classifying. 100% of common assessments will show evidence of the classifying strategy.	December, 2004 May, 2005	Melissa Jones, Asst. Principal; Curriculum and Technology Coordinators and Specialists	

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					2.) Vocabulary Development Process				X	Every teacher will teach the core vocabulary in their discipline using a six step vocabulary development process.	100% of walkthroughs will show evidence of vocabulary development. 100% of common assessments will show evidence of vocabulary development work.	December, 2004 April, 2005	Bobbie Turnbo Principal; Melissa Jones and Dan Kerger Asst. Principals	
					3) Strategies for Engagement: Say Something and Think, Pair, Share				X	Every teacher will use the strategy Say Something and Think, Pair, Share on a regular basis.	100% of walkthroughs and lesson plans will show evidence of strategies Say Something and Think, Pair, Share.	December, 2004 April, 2005	Bobbie Turnbo, Principals; Melissa Jones and Dan Kerger, Asst. Principals	
					4) Parent Involvement				X	Educational Technology staff will work with data processing to assist parents in accessing information using the Grade Speed software.	100% of parents who wish to access the system will gain access to the system.	Daily to weekly	Melissa Jones, Asst. Principal; Technology Committee	
X					Reading	X			X	Align and implement reading strategies that reflect Best Practices: reciprocal teaching, structured note-taking, think alouds, writing to learn, and graphic organizers.  Secondary level - Interactive Reading Process	100% of secondary teachers will use Best Practice strategies as evidenced by achieving a 3 or above on the Innovation Configuration.	August, 2004 Curriculum Day  August, 2004 and May, 2005	Cheryl Jones, Reading Dept. Chair, Dana Stolhandske, Academic Dean	\$400
X					Reading	X				Use of District vocabulary curriculum (vocabulary workshop) in grades 6-8.	Using a pre and post test format, 100% of students will gain a minimum of 25% on vocabulary development.	August, 2004 May, 2005	Cheryl Jones, Reading Dept. Chair	\$1,000 for materials

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X					Reading		X			TAKS Tutoring/Remediation sessions offered outside the school day.	80% of identified students will attend TAKS tutoring/remediation to improve reading skills	January 2005 through April 2005	Cheryl Jones, Reading Dept. Chair, Dana Stolhandske, Academic Dean	Target TEKS funds
X					Writing		X		X	Improve student writing by aligning instruction through a 6-9 scope and sequence for writing.	100% of students will pass TAKS writing test.	February, 2005	Kelly Williams, English Dept. Chair	\$500 development and printing costs
X					Writing		X			Develop common instructional language and structure for the process of writing. Develop and implement a common end of semester assessment for students in grades 6 to guide reading instruction.	100% of English and Reading teachers will attend writing workshops.  100% of English and Reading teachers will achieve a 3 or above on the Innovation Configuration for Process Writing. 100% of faculty will be trained in 6 Traits and Holistic scoring.	September, 2004 January, 2005 February, 2005	Kelly Williams, English Dept. Chair, Dana Stolhandske, Academic Dean	\$200 printing of Innovation Configuration
X					Writing		X		X	Provide teachers instruction and support in implementation of writing workshop and in the essential elements of good writing. Train faculty on 6 Traits and Holistic scoring of writing.	100% of English teachers will receive instruction in writing workshops as appropriate to grade level.	February, 2004 - June, 2005	Kelly Williams, English Dept. Chair, Dana Stolhandske, Academic Dean	\$1,000 workshop costs; substitutes for teachers
X					Writing		X		X	Continue a benchmark assessment program to guide writing instruction in 6 - 8.	100% of students at grades 6-8 will be administered periodic benchmark tests to determine progress in writing.	Fall, Winter, and Spring of 2004 - 2005	Dana Stolhandske, Academic Dean; Kelly Williams, English Dept. Chair	

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X					Writing		X		X	Monitor benchmark assessments. Monitor common writing assessments for grades 6 & 8.	Faculty members will review benchmark data, adjust curriculum and meet with Administrative staff to discuss results. Administrative staff will review common assessment data and adjust curriculum accordingly.	Fall, Winter, and Spring of 2004 - 2005	Melissa Jones, Assistant Principal; Dana Stolhandske, Academic Dean	
X					Writing		X			Implement Pre-AP strategies for writing in response to text in all Pre-AP classes.	Enrollment in Pre-AP courses will increase by 15% by sub-population from 2004-05 to 2005-06 school year.  Enrollment numbers in Pre-AP courses will remain stable throughout the 2004-05 school year.  Review of failure rates will show fewer than 10% of students failing Pre-AP courses.	June, 2004; October, 2004; June, 2005	Dana Stolhandske, Academic Dean; Kelly Williams, English Dept. Chair	\$1,000 workshop tuition costs
					Writing		X			Implement writing across the curriculum in all core subject areas.	Each core subject will include one writing assignment per year assessed by the team.	May, 2005	Dana Stolhandske, Academic Dean; Kelly Williams, English Dept. Chair; and Team Leaders	
					Writing		X			TAKS Writing Workshop for identified 7th grade English students	80% of identified students will attend Writing Workshop to improve writing skills	January, 2005 February, 2005	Dana Stolhandske, Academic Dean; Kelly Williams, English Dept. Chair; and 7th grade English Teachers	\$500

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					Writing		X			TAKS Remediation/Tutoring provided to identified students through Teaming Time	100% participation of identified students in TAKS Remediation/Tutoring	August, 2004 to May, 2005	Melissa Jones, Asst. Principal; Kelly Williams, English Dept. Chair; English Teachers	
X					Mathematics		X			Implement North East Scope and Sequence for Grades 6 through 8 and Algebra I.	100% of students will score a minimum of 80 on each benchmark assessment.  100% of formative walkthroughs will indicate adherence to district sequence.	October, 2004 February, 2005  Monthly	Jean Lavergne, Math Dept. Chair; Melissa Jones, Asst. Principal; Dan Kerger, Asst. Principal	
X					Mathematics		X		X	Implement high school math vertical leadership team (Algebra Team leader, Geometry Team leader, Algebra II Team leader, Advanced Course Team leader, Math Instructional Dean) responsible for maintaining campus focus on TEKS, instructional best practices, and technology integration.	100% of teachers will achieve a 2 or above in teaching mathematics on the Mathematics Innovation Configuration.	December, 2004 May, 2005	Lu Ann Weynand, Secondary Math Specialists, Jean Lavergne, Math Dept. Chair, Dana Stolhandske, Academic Dean	
X					Mathematics		X			Continue the implementation of the North East Algebra Curriculum and Middle School Units of Study.	100% of students will score a minimum of 80 on district benchmark tests.	October, 2004 February, 2005  Monthly	Jean Lavergne, Math Dept. Chair	\$4,000

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X					Mathematics		X		X	Monitor benchmark assessments.	Administrative staff will review benchmark data, adjust curriculum and meet with teachers to discuss results.	October, 2004  March, 2005	Bobbie Turnbo, Principal; Melissa Jones, Assistant Principal; Dana Stolhandske, Academic Dean; Jean Lavergne, Math Dept. Chair	
X					Mathematics		X			Increase student access to Pre-AP. Establish guidelines for teacher recommendation for admission to Pre-AP classes.	Enrollment numbers in Pre-AP courses will remain stable throughout the 2004-05 school year and be proportionally representative of school subpopulations.  Review of failure rates will show fewer than 10% of students failing Pre-AP courses. Family Math Night/ Parent Info. night	Every 9 weeks Family Math Night in the Fall	Kim Piccirilli, Counselor; Dana Stolhandske, Academic Dean, Jean Lavergne, Math Dept. Chair	\$200
X					Mathematics		X			Integrate the use of the following Best Practices into the math program: * inquiry, * class discourse, and * use of appropriate tools.	100% of formative walkthroughs will indicate appropriate use of these instructional strategies.	August, 2004 May, 2005	Bobbie Turnbo, Principal; Melissa Jones, Assistant Principal; Dan Kerger, Assistant Principal; Jean Lavergne, Math Dept. Chair	
X					Science		X			Teachers will attend training to utilize the 5E's Lesson Cycle.	100% of the formative walkthroughs will indicate use of effective teaching strategies.	August , 2004	Valerie Perrenot, Science Dept. Chair	

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X					Science		X			Teachers will use authentic assessment strategies to increase inquiry based learning.	100% of students will have 3 examples of authentic assessments in their portfolio. 40% of instruction time will be utilized in inquiry based instruction plans.	Every 9 weeks	Melissa Jones, Assistant Principal, Dana Stolhandske, Academic Dean; Valerie Perrenot, Science Dept. Chair	\$5,000
X					Science		X			Teachers will use questioning techniques that guide the students to make connections to the Unifying Concepts in Science.	100% of formative walkthroughs will indicate the use of questioning strategies.	August 2004 through May 2005	Bobbie Turnbo, Principal, Melissa Jones, Assistant Principal; Dan Kerger, Assistant Principal	
X					Social Studies		X			Create common assessments based on TAKS objectives in 6- 8th, 1/2 of exam will be TAKS formatted.	All students in courses will be administered a common semester assessment.	December, 2004 May, 2005	Heidi Dye, Social Studies Dept. Chair, Melissa Jones, Asst. Principal, Dana Stolhandske, Academic Dean	
X					Social Studies		X			Monitor common assessments and benchmarks.	Principal/AP and Academic Dean will review benchmarks common assessment data and meet with teachers to discuss results and adjust curriculum.	January, 2005 June, 2005	Bobbie Turnbo, Principal, Melissa Jones, Assistant Principal; Dana Stolhandske, Academic Dean	
X					Social Studies		X			Assessments in 6-8th will reflect new TAKS objectives.	100% of students will score a minimum of 70% on benchmark assessments.	February, 2005	Heidi Dye, Social Studies Dept. Chair	\$200
X					Social Studies		X			Implement vertical teams in Social Studies, grades 6-8.	Vertical teams will meet a minimum of three times.	September, 2004 December, 2004 March, 2005	Heidi Dye, Social Studies Dept. Chair	\$100 training

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X					Foreign Language	X				Implement an instructional program in Spanish based on developing communicative competency.	Common Assessments (semester exams) will indicate that 100% of students are meeting or surpassing proficiency goals.	December, 2004 May, 2005	Doris Kays, Foreign Language Coordinator, Jana Baxter and Nadia Montanez, Spanish Teachers	
					Foreign Language	X				Participate in School Electives Fair to promote taking foreign language as an elective. Establish a Spanish feeder program.	Increase enrollment in Spanish classes by 15% 6th grade students in the elective rotation will take introductory Spanish component.	August 2004 through May 2005	Jana Baxter and Nadia Montanez, Spanish Teachers	\$500 for supplies \$300 for curriculum materials
					Foreign Language	X				Incorporate more technology into Spanish instruction.	Spanish teachers will attend TFLA or other training for foreign language teachers	August 2004 through May 2005	Jana Baxter and Nadia Montanez, Spanish Teachers	\$500 for Training
					Gifted/Talented	X		X		Analyze Innovation Configuration results to plan necessary inservice focuses.	100% of G/T teachers will show higher scores in identified areas of need.	August, 2004 May, 2005	Kay Stotts	
X	X				Gifted/Talented	X		X		Transfer all G/T Math and English curriculum guides to the Intranet.	100% of G/T math and English teachers will access curriculum on the Intranet	August, 2004 May, 2005	Kay Stotts	
X	X				Gifted/Talented	X	X			Refine G/T grammar and writing programs in G/T English.	100% G/T teachers will receive additional training. 100% G/T students will score a 3 or above on the writing benchmarks/TAKS.	October, 2004 January, 2005 October, 2004 January, 2005	Kay Stotts, G/T Teachers	
X	X				Gifted/Talented	X		X		Analyze GT student results on PSAT; adjust curriculum gaps; and monitor student progress.	100% of students will show 25% increase on PSAT practice tests.	Spring 2005	Kay Stotts, G/T Coordinator	
X					Library Services	X				Provide training in Gale Resources and Electronic databases	100% of teachers will use Gale Resources and Electronic data bases.	July, 2004 through June, 2005	Terri Sanchez, Librarian	

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					Library Services		X			Library will continue Cultural Arts program, Speakers, Storytellers, etc.	Each grade will hear a storyteller or speaker suited to the curriculum, funded by PTA and Library Funds.	August 2004 through May 2005	Librarian, Terri Sanchez	\$1,500
					Library Services		X			Teachers will use the Library Portal Page to begin all assignments using on-line research strategies.	Use of Library Portal page will produce a 50% increase when compared to Fall 2003 subscription database usage statistics.	Fall/Spring	Librarian, Terri Sanchez	
					Library Services		X			Librarian will collaborate with teachers to integrate information skills TEKS into the curriculum.	Collaboration and information skills TEKS integration will occur at each grade level.	Ongoing	Terri Sanchez, Librarian, Classroom Teachers	
X					Library Services		X			Use Big Six Research Strategy, Grades 6 - 8	Librarian will guide each team in at least one research project in Lang. Arts, Science, and Social Studies. So that 100% of students receive instruction.	Ongoing	Terri Sanchez, Librarian	Training during Staff Development days and Team Time
X					Library Services		X			Maintain focus on TEKS and curriculum integration.	TEKS units will be posted online in shared library folder.	Every semester	Terri Sanchez, Librarian	
X					Dyslexia		X			Continue dyslexia program that meets state mandated requirements.	100% of identified dyslexia students will be provided service as evidenced by campus rolls and reflected in STAT meeting notes as well as parent letters.	2004-2005 school year	Dana Stolhandske, Academic Dean	\$200
X					ESL		X			Utilize cluster ESL program for identified students	80% of students taking the pre/post oral assessments will gain one-half year of language development	Fall/Spring	Bilingual/ESL Coordinator & Specialists, ESL Cluster Schools	
X					Fine Arts		X			GT/AP teachers will recruit students to participate in Academic UIL competitions.	Increase participation in academic UIL by 10%.	May, 2005	Dana Stolhandske, Academic Dean	

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					Fine Arts - Music		X			Students not participating in Region, Solo & Ensemble will be encouraged to participate with support from Band directors.	Increase participation in Region, Solo & Ensemble by 10%.	Spring 2005	Bernard Rosenberg, Band Director	
					Skills for Living		X			Maintain focus on TEKS. Implement a foods Lab to determine % of Students who have mastered proficiency in Food Safety, Kitchen Safety, Nutrition, Meal Planning, Budgeting, Etiquette, Team Work.	95% of Students will obtain and demonstrate proficiency skills.	Fall/Spring	Marty Flores, Skills for Living Teacher	\$150 per class
					Exploratory Home Economics		X			Maintain focus on TEKS. Implement a child development lab in which Students can demonstrate proficiency in child development skills. Incorporate a style show into course curriculum that allows students to demonstrate proficiency skills in fashion and design. Implement an Interior Design Lab in which Students can demonstrate proficiency in interior design.	95% of Students will obtain and demonstrate proficiency skills in all areas of Exploratory Home Economics.	Fall/Spring	Marty Flores, Exploratory Home Economics Teacher	\$500
					Skills for Living and Exploratory Home Economics		X			Attend State FCCLA Convention. Attend Prof. Development conferences		Summer 2004	Marty Flores, Skills for Living Teacher	\$300

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					Exploratory Manufacturing Technology		X			Implement an Exploratory Manufacturing Technology exam to determine the % of 7th & 8th grade student who have mastered the proficiency requirements	90% of students will obtain a proficiency rating on the evaluation of woodworking proficiency skills.	December, 2004 May, 2005	Rusty Pace, Exploratory Manufacturing Teacher	
					Exploratory Manufacturing Technology		X			Attend State Career & Technology Convention. Attend Professional Development Conferences		Fall/Spring	Rusty Pace, Exploratory Manufacturing Teacher	
					Journalism		X			Journalism students will develop news articles to be submitted to school paper. Journalism students will submit creative writing to be included in school literary magazine. Journalism students will submit photos to be included in school paper and /or literary magazine.	Journalism classes will produce 3 school papers per semester. Journalism classes will produce a minimum of one literary magazine per school year.	Fall/Spring	Journalism Teacher	
					Visual Art		X			Offer a Fine Art camp during the summer. Art teacher will participate in the Electives Fair to promote Visual Art classes. Art teacher will attend Texas Art Educator Assoc. Conference and workshops. Art teacher will attend San Antonio Museum Assoc. workshops.	Increase student enrollment in Advanced Art by 20%. Increase student involvement in Junior VASE by 20%. Increase student participation in various Art competitions by 10%.	Fall/Spring	Susan Mayfield, Visual Art Teacher	\$250

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X					Professional Development		X		X	Participate in cohorts as learning communities.	100% attendance and principal learning goals met.	January, 2004 June, 2004	Bobbie Turnbo, Principal	
X					Professional Development		X		X	Participate in leadership experiences for principals and assistant principals.	All school administrators will participant in at least five professional development opportunities	Monthly	Bobbie Turnbo, Principal	\$8,000
X					Special Education		X			Provide an individualized program for students with disabilities in various curriculum areas in the least restrictive environment, with emphasis on increased participation in the general education curriculum.	Increase the number of students with disabilities served in general education settings by 10% from 2002-03 to 2003-04.	Every 9 Weeks	Bobbie Turnbo, Principal; Mary Mahoney, Special Ed. Coordinator	
X					Special Education		X			Increase the percentage of students with disabilities taking TAKS.	Increase the number of students with disabilities taking TAKS by 5%.	October, 2004, April, 2005	Mary Mahoney, Special Education Coordinator, Dana Stolhandske, Academic Dean	
X					Special Education		X			Monitor compliance with timelines for initial evaluations and annual ARDs (CAP-Timelines, Initial Evaluations).	ARDs and initial evaluations for all students will occur on time.	Quarterly	Bobbie Turnbo, Principal, Mary Mahoney, Special Education Coordinator	
X					Special Education		X			Provide staff development regarding appropriate referrals and service delivery options to campus STAT leaders.	Monthly appraisal report will show a 10% reduction of referrals to special education from the previous school year.	Monthly	All 3 Counselors, Mary Mahoney - Special Ed. Campus Coor.	

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	X				Accelerated Education at Risk Drop Out reduction		X			Counselors will implement and support programs to prevent the possession and distribution of tobacco, alcohol and other drugs by students.	The annual evaluation of Safe and Drug Free Schools and Communities (Title IV) will show a decrease in drug, alcohol and tobacco related referrals.	Monthly June, 2004	Kim Piccirilli, Kara Mowrey, Shawnda Christopher, Counselors	
X	X				Accelerated Education At Risk  Discipline Management		X			Provide Behavior Management Class based on a structured environment and course content through an in school suspension program.	100% completion of student assignments.  1% decrease in discipline referrals at campuses.	June, 2004	Bobbie Turnbo, Principal; Melissa Jones and Dan Kerger, Asst. Principals; David Klauck, ISS Monitor	
	X				Accelerated Education At Risk		X			Provide staff development designed to implement, assess, and evaluate the effectiveness of services provided to students at risk of dropping out of school.	100% of the personnel working with At Risk students will attend staff development related to teaching the At Risk student and Drop Out Prevention.	August, 2004 through May, 2005	Kim Piccirilli, Kara Mowrey, Shawnda Christopher, Counselors, Melissa Jones, Assistant Principal, Dana Stolhandske, Academic Dean	\$500
					Accelerated Education At Risk		X			Personal Graduation Plans - PGP's will be developed for students not passing any portion of TAKS	100% of students not passing TAKS will have a Personal Graduation Plan developed to address the specific area of need.	August, 2004 through May, 2005	Dana Stolhandske, Academic Dean; Reading, English, Math, and Science Teachers	
X					Accelerated Education At Risk		X			Increase affective, cognitive and linguistic needs of the limited English proficient students	100% of the LEP students will pass TAKS. 100% of the LEP students will show an increase of one proficiency level as determined by the State required Reading Proficiency Test in English (RPTE)	April, 2005	Elmosa Herrera, Sherrie Jowers, ESL Specialists	

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CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN  
TEJEDA MIDDLE SCHOOL  
2004-2005**

**SUMMATIVE MEASURE:** All students will pass their respective grade level TAKS, each campus will receive an Exemplary or Recognized accountability rating, and each cluster will have a minimum of ten National Merit Semifinalists.

Board Goals					TARGET AREA	LEVEL				ACTION STRATEGY	FORMATIVE MEASURE	ASSESSMENT TIMELINE	RESPONSIBLE PERSON(S)	COST/ RESOURCES
1	2	3	4	5		E	M	H	D					
	X				Accelerated Education at Risk Drop Out reduction		X			Counselor will implement and support programs to prevent the possession and distribution of tobacco, alcohol and other drugs by students.	The annual evaluation of Safe and Drug Free Schools and Communities (Title IV) will show a decrease in drug, alcohol and tobacco related incidents at the middle and high school levels.	Monthly, June 2005	Kara Mowrey, Counselor	
X					Accelerated Education At Risk  Professional Development		X		X	Provide high quality professional development that will improve the teaching of academic subjects.	100% of the personnel will attend staff development related to methods and instructional strategies to strengthen the core academic program in school.	July, 2004 through May, 2005	Bobbie Turnbo, Principal, Melissa Jones, Assistant Principal, Dana Stolhandske, Academic Dean	\$1,200
		X			Accelerated Education At Risk  Parental Involvement		X			Implement effective parent involvement activities to improve student academic achievement, school performance and attendance.	Maintain 97% attendance rate.	Every 9 weeks	Kim Piccirilli, Counselor; Carol Frei, Carol Frie, Attendance Clerk; Melissa Jones, Assistant Principal	
X					Accelerated Education At Risk		X			Implement, research based accelerated education programs to address the needs of all special population students, including but not limited to students with disabilities and disadvantaged students.	Assess the results of the district AEIS report.  100% of students with special needs will pass TAKS.	Sept, 2004	Bobbie Turnbo, Principal; Melissa Jones, Assistant Principal; Dana Stolhandske, Academic Dean	\$150
X					Career & Technology		X		X	Implement a keyboarding proficiency exam to determine % of 8th graders who have mastered proficiency	80% of students will obtain proficiency rating on district evaluation of keyboarding proficiency skills.	April, 2005	Terri Sanchez, CNC; Melissa Jones, Assistant Principal; Dana Stolhandske, Academic Dean	

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X					Career & Technology		X		X	Attend Staff Development to include technology training for all Career & Technology teachers.	In formative walkthroughs, 100% of Career & Technology teachers will use technology in their classrooms.	August, 2004	Melissa Jones, Assistant Principal; Dan Kerger, Assistant Principal	
X	X			X	Technology Applications		X			Campus Technology Committees will meet a minimum of once a month with Educational Technology Staff to identify technology staff development needs, technology trainers, and campus infrastructure needs	Using a technology survey, 100% of teachers will gain proficiency in at least one technology knowledge and skill area.  100% of teachers will participate in at least nine hours of staff development that has a technology component as measured by the Professional Development Planner.	August 2004 and May 2005  November 2004, February 2005, and June 2005	Campus Technology Committee, Melissa Jones, Assistant Principal	Ed. Tech provides stipends
		X		X	Technology Applications		X			Implement and support teachers in the utilization of GradeSpeed and TeacherWeb software to manage grades and improve communication with staff, students, and parents	100% of teachers who report numerical grades will use and upload GradeSpeed to record grades.  100% of teachers will post essential classroom information as outlined in the TeacherWeb template.	Daily to Weekly  Daily to Weekly	Tejeda Teachers; Patsy Marbach, Data Processor; Melissa Jones, Asst. Principal; Terri Sanchez, CNC	Ed. Tech provides supplies
X					Technology Applications		X			Provide teachers and students with keyboarding software, equipment and staff development to deliver keyboarding instruction and practice	100% of students will demonstrate mastery of grade level keyboarding proficiencies as assessed by proficiency tests provided with software and developed by Career and Technology Education.	On going	Tejeda Teachers; Melissa Jones, Asst. Principal; Terri Sanchez, CNC	Educational Technology provides supplies

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X					Technology Applications		X			Implement and support teachers in the utilization of the North East Technology Applications Standards for Students to assess mastery of essential knowledge and skills	100% of students will demonstrate mastery of grade level technology standards as measured by district proficiency tests, rubrics, and a student portfolio stored on a CD.	9 weeks	Tejeda Teachers; Melissa Jones, Asst. Principal; John Gray, CNC	Educational Technology provides supplies
X		X			Technology Applications		X			Support teachers and students in the utilization of classroom computers, wired computer labs, and wireless computer labs on a regular basis to integrate technology standards into the content areas	100% of core content teachers will work with students a minimum of 3 times each semester using the wired or other tech. tools as evidenced by lesson plans correlated to Content Area and Technology Application TEKS, lab schedules, and student products.	Semester	Tejeda Teachers; Melissa Jones, Asst. Principal; Terri Sanchez, CNC; Dana Stolhandske, Academic Dean	

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X	X		X		Safe and Drug-Free	X				Incorporate Safe and Drug-Free Schools program efforts into the campus curriculum including goals and strategies for violence prevention and intervention on campus addressing the following four areas: 1. Reduce the use of tobacco, alcohol and other drugs among students 2. Reduce incidents of violence/Improve school safety 3. Increase parental and community involvement in violence- and drug prevention activities 4. Increase student involvement in school activities	100% compliance with Safe and Drug-Free mandates.	August, 2004	Kara Mowrey, Counselor, Dana Stolhandske, Academic Dean; Jana Baxter, PAL Teacher	\$200
X	X	X	X		Safe and Drug-Free	X			X	Plan and implement a comprehensive SDFS program that includes: - Programs based on needs assessment -Prevention strategies that include family and community involvement as a key element in achieving program goals - Peer Assistance and Leadership program (PAL) - Mediation/Conflict Resolution - Professional Development	Needs assessment data interpreted and utilized to customize programs at Tejeda.  Surveys of PAL students will reflect exceeds expectations in 95% of responses.  100% of faculty will have mediation/conflict resolution training.	PAL 9 Weeks Training and Service Report	Kara Mowrey, Counselor; Dana Stolhandske, Academic Dean; Melissa Jones, Assistant Principal; Bobbie Turnbo, Principal Jana Baxter, PAL Sponser	\$500

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				X	Safe and Drug-Free		X		X	Complete the Annual Title IV, Safe and Drug-Free Schools and Communities Evaluation Campus Report	5% campus reduction in incidents of violence and drug use as indicated in the following: (using yearly data) - PEIMS Data - Drug, Alcohol, and Violence Report from Pupil Personnel Services  - Mediation Reports by campus - PAL Six Weeks Training and Service Reports	September, 2004 May, 2005	Kara Mowrey, Counselor; Dana Stolhandske, Academic Dean; Melissa Jones, Assistant Principal; Jana Baxter, PAL Teacher	\$100
					Physical Education		X			Students participating in Physical Education will improve their overall fitness.	100% of Physical Education students will be evaluated by the Fitness gram. 80% of students evaluated on the Fitnessgram will meet the standards in the healthy fitness zone.	Fall/Spring	Shawn Mckenzie	\$800
					Physical Education		X			Coaches will receive training for all sports assignments.	100% of coaching staff will participate in staff development training for their assigned sport. Coaching staff will attend TAPHERD for training in PE.	Fall/Spring	Shawn Mckenzie	\$1200 for 6 coaches \$400 for conference

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X	X		X		Guidance		X		X	Implement guidance program. (SB518)	100% of guidance counselors will receive part one of guidance program.  100% of counselors monthly calendars will show a 10% increase in parent and staff contacts.  Tejeda will submit Guidance Plans to Director of Guidance and Counseling, to be monitored quarterly.	May, 2005   Monthly	Kim Piccirilli, Counselor	
X					Guidance		X		X	Designate secondary contact counselor to expedite communication between schools and central office.	Contact counselor will share agendas of their secondary meetings with Tejeda Administrative team.	Monthly	Kim Piccirilli, Counselor, Melissa Jones, Assistant Principal	
X		X			Guidance		X			Middle school counselors will notify students, teachers and students' parents of the Texas Grant, Teach for Texas Grants Program, and the Texas Scholars Program.	Sign-in sheets will register 100% compliance	April, 2005	Kim Piccirilli, Shawnda Christopher, Kara Mowrey, Counselors; Melissa Jones, Asst. Principal	
X					Guidance		X			Counselors will meet with each 8th grade student and develop four year plan.	All students will have 4 year plans at end of 8th grade	April, 2005	Kim Piccirilli, Shawnda Christopher, Kara Mowrey, Counselors	\$200
X					Dropout Reduction		X		X	Campus PEIMS coordinator will hold dropout/school leaver campus audit bi-annually	File campus reports biannually	October, 2004 March, 2005	Melissa Jones, Assistant Principal	

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		X			Health Services Community Involvement					Provide communication and representative liaison with medical community and health agencies through School Health Medical Advisory Committee and community agency representation.	Attendance at four annual meetings of Medical Advisory Committee Participation in Children's Health Insurance Program Attendance/representation at community meetings. Medical committee consultation on specific needs for District.	Quarterly Meeting of Medical Advisory Committee	Vincy Dunn	\$1,000
					Health Services					Provide parent communication with parents and PTA through District HEALS Advisory Committee (HEALS-Health, Education, Assessment, Learning and Services) on children's health issues. Communicate with Parents, Community through internet Health Services sites.	Quarterly meetings of HEALS, PTS Committee. PTA Newsletter Articles will have 100% of health related information and communication items in them. Current information placed on website monthly.	Quarterly Meetings	Campus Technology Committee, Melissa Jones, Assistant Principal	\$500.00- included in operational cost(s)
					Health Services					Provide support to parents/teachers regarding health-related absences and transition back to school and monitor individual attendance records on specific	Calls to parents/physicians regarding absences. Care procedures set up on campus to improve attendance	August, 2004 through May, 2005	Cathy Akromis, School Nurse	Included in operational budget for Health Services
					Health Services					Develop School Health Education Advisory Council (TEC Section 28.004)	Bi-Monthly Meetings. Membership roster coordinated Health Curriculum Program improved.	5 Meetings of Council	Cathy Akromis, School Nurse	\$1,000

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					Health Services					Development of staff development sessions focusing on documentation, medication.	5 Sessions Per Year on improved skills in physical assessment and emergency response. Evaluations of sessions will reflect a score of 3 or above.	Inservice Days Staff Meetings	Cathy Akromis, School Nurse	
	X		X		Discipline Management		X		X	Develop Behavior Management Plan which includes character education for district-wide implementation.	A Campus-wide behavior management plan.	August, 2004	Dan Kerger, Assistant Principal	\$100
	X		X		Discipline Management		X		X	Development of staff training methods and materials	Each component of BMP will have training design, materials, and process for teachers, administrators, parents, and students.	August, 2004	Melissa Jones, Assistant Principal, Dan Kerger, Assistant Principal	\$1,500