

BOARD GOALS (BGs)

- 1- Challenge All Students
- 2- Safe & Supportive Atmosphere
- 3- Community Involvement
- 4- Character Development
- 5- Management of District Resources



**GARNER MIDDLE SCHOOL
CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN
2009-2010**

*"The goal makes the team." Mark Rolewski
"Teams get results." Katzenback and Smith*

RESULTS

North East ISD schools will prepare all students for college and careers, be Recognized or Exemplary under the State Accountability System, meet the Federal Standard of Adequate Yearly Progress, and work toward a minimum of ten National Merit Semifinalists per comprehensive high school.

CODES FOR STUDENT-CENTERED STRATEGIES

RIGOR - All students will have access to a challenging, TEKS focused curriculum that is engaging and reflects college/career readiness.

- 3TL 3 Tier Instructional Model
- CRW Content Reading and Writing Strategies
- AV Development of Academic Vocabulary
- AL Active Learning
- CT Critical Thinking and Problem Solving
- DI Differentiated Instruction, Flexibility and Responsiveness

RELEVANCE - Teachers will set goals with individual students and provide frequent feedback regarding progress toward goal mastery.

- GSF Goal-Setting and Frequent Feedback with Individual Students
- AFL Assessment For Learning--Strategies to Guide Instruction
- PGP Personal Graduations Plans
- CCR College / Career Readiness

RELATIONSHIPS - Every student will have a personal teacher advocate who will convey a sense of caring and support.

- CLP Collegial Learning and Planning (i.e. professional learning communities)
- MCP Managing Classroom Procedures
- IA Improved Student Attendance
- PI Parent & Community Involvement

BGs	TARGET AREAS (Specific goals based on campus and students' needs)	ACTION STRATEGIES (Actions needed to accomplish target areas)	EVALUATION INDICATORS (How will progress be monitored? What feedback will determine progress?)	Student-Centered Strategies	RESULTS TIMELINE	RESPONSIBLE PERSON(S)	COST / RESOURCES
	Core Content Areas	Teachers, teams and departments will continue to analyze data to develop strategies for targeted areas/students in need of assistance. Regular walkthroughs (PDAS & 3 Minute) will reflect implementation of initiatives.	Student performance on TAKS will result in a campus rating of Exemplary Commended performance will increase by 10%	3TL, AFL, CLP	August 2009 - May 2010	Donna Newman, Principal; Maureen Rodriguez, Ben Peterson, Assistant Principals; Melissa Alcala, Academic Dean; Clarissa Cue, Shar Huffman, Counselors; Teachers	
	Core Content Areas	Through collaborative/effective communication, a sense of school pride, and by making data driven decisions, school climate will be conducive to attracting and retaining highly qualified teachers.	Student performance on TAKS will result in a campus rating of Exemplary Commended performance will increase by 10% 100% of teachers on campus will be highly qualified in their area	3TL, AFL, CLP	August 2009 - May 2010	Donna Newman, Principal; Maureen Rodriguez, Ben Peterson, Assistant Principals; Melissa Alcala, Academic Dean; Clarissa Cue, Shar Huffman, Counselors; Teachers	

Math & Science	Struggling students in Math & Science will be selected to compete in a Math and/or Science competition with Jackson M.S. Questions will be TEKS based & TAKS formatted.	Targeted students will pass Math & Science TAKS.	AL, CT	March 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; Pam Smith, Science Facilitator; Denise Ramirez, Math Department Chair	900 Title 5
Reading	Teachers at all three grade levels will collaborate twice a month about the Scope & Sequence for Advanced Contemporary Literacy (ACL) & student progress.	100% of targeted students will continue to receive commended on TAKS.	ITL, CLP	August 2009 - May 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; Reading Teachers, Kristen Magruder, Librarian	
Reading	In grades 6th - 8th, students who failed TAKS Reading in Spring 2009 will be assigned an SSI Reading class. Student to teacher ratio will be no larger than 12 to 1. Teacher will be highly qualified in the area of Reading.	≥95% of targeted students will continue to pass TAKS.	3TL, GSF	August 2009 - May 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; Amy Fontenot, SSI Reading Teacher	
Reading	All new reading teachers and the department head will be trained in Kilgo Data Analysis. Teachers will analyze data including previous TAKS scores, COMPASS data, benchmark scores, Scholastic Reading Inventory scores and classroom performances to provide tutoring for identified students.	≥95% of targeted students will pass TAKS Reading in 2009	3TL, GSF	August 2009 - May 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; Reading Teachers	Title funds
Social Studies	8th grade teachers administer a TAKS review before SS TAKS test.	TAKS Social Studies scores overall & all subpops will continue to be ≥ 95%	ITL, GSF, 3TL	April 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; Social Studies Teachers	500, Project Target TEKS
Social Studies	6th & 7th grade teachers incorporate basic Social Studies terms and geography information to support 8th grade SS TAKS test.	TAKS Social Studies scores overall & all subpops will continue to be ≥ 95%	CLP	April 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; Social Studies Teachers	
Social Studies	6th grade teachers will organize and sponsor Model U.N. club to include 6th - 8th grade students	100 % of U.N. Club will participate in district competitions.	ITL, CLP	August 2009 - May 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; Social Studies Teachers	
Writing	6th grade teachers will emphasize the writing process; focus on teaching the mirror method; introductions and conclusions and teach outlining as a pre-writing technique..	100% of the 6th grade students will know how to use the writing process to correctly complete a TAKS prompt 100% will use outlining as a pre-writing technique	CRW, Q	August 2009 - May, 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; 6th grade English Teachers	
Writing	7th grade teachers will create an intense 7 week TAKS Writing Boot Camp. Based on 7th grade Benchmark scores, students will self assess and determine TEKS that need to be addressed; Plato tutorial will be utilized for support.	TAKS Writing scores overall & all subpops will continue to be ≥ 95%	3TL, GSF, CRW	January/ February, 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; 7th grade English Teachers	
Writing	7th and 8th grade teachers will instruct all students in short response writing and in the use of textual evidence.	TAKS Writing scores overall & all subpops will continue to be ≥ 95%	CRW	August, 2009 - May 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; 7th & 8th grade English Teachers	

Writing	All PreAP English teachers will incorporate SAT vocabulary in their instruction. All PreAP students will keep a file of SAT vocabulary words.	TAKS Writing scores overall & all subpops will continue to be $\geq 95\%$	AV	August 2009 - May 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; English Teachers.
Mathematics	6th, 7th & 8th grade students whose TAKS scores indicate areas of weakness will have 90 minutes of math instruction in which students will develop a deeper understanding of mathematical concepts through group problem solving activities using manipulatives and interactive lessons.	$\geq 95\%$ of 8th grade students will pass TAKS Math after the 2nd administration. $\geq 90\%$ of 6th & 7th grade students will pass TAKS Math in 2009	STL	August 2009- May 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; Math Teachers; Central Office Math Specialist
Mathematics	All math teachers will develop activities to assess the student's ability to apply the TEKS through team problem solving investigations at the completion of each unit of study.	Commended performance & regular TAKS performance will increase by 10%	CRW ITL, CLP	One time per semester	Donna Newman, Principal; Melissa Alcala, Academic Dean; Math Teachers, Central Office Specialist
Mathematics	Students in grades 6 - 8 who failed TAKS Math in Spring 2009, will attend an SSI or blocked Math class. Student to teacher ratio for SSI will be no larger than 12 to 1. Teacher will be highly qualified in the area of Math.	Math passing rates for identified students will increase to $\geq 75\%$	3TL	May 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; Suzanne Ramirez, SSI Math Teacher
Mathematics	All new Math teachers, Department Head, and 1 person for each grade level will be trained in Kilgo Data Analysis. Tutoring will be based on previous TAKS scores, benchmark scores, classroom performance, and common assessments.	Overall campus performance in Math will increase as follows: Schoolwide: from 90% to $\geq 95\%$ African American: from 85% to $\geq 90\%$ Hispanic: from 85% to $\geq 90\%$ White: $\geq 95\%$ Economically Disadvantaged: from 85% to $\geq 90\%$	3TL, GSF	August 2009- May 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; Math Teachers; Central Office Math Specialist
Science	"Switch - A - Roo" tutoring (6th & 7th grade teachers tutoring 8th grade students) will be provided during the second semester to review 6th & 7th grade TEKS with all 8th grade students.	TAKS Science scores will increase as follows: Schoolwide: from 86% to $\geq 90\%$ African American: from 67% to $\geq 90\%$ Hispanic: from 86% to $\geq 90\%$ White: $\geq 95\%$ Economically disadvantaged: from 82% to $\geq 90\%$	3TL	April, 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; Science Teachers
Science	All 8th grade students will attend "Crunch Time" during the second semester for two weeks. 8th grade teachers will provide tutoring during team time during 1st and 2nd semester. Students will be identified through analysis of data.	TAKS Science scores will increase as follows: Schoolwide: from 86% to $\geq 90\%$ African American: from 67% to $\geq 90\%$ Hispanic: from 86% to $\geq 90\%$ White: $\geq 95\%$ Economically disadvantaged: from 82% to $\geq 90\%$	ITL	April 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; 8th grade Science Teachers
Science	All PreAP 8th grade students will participate in Physics Olympics	90% of the students will be successful with their experiments	ITL	Last 9 weeks	Donna Newman, Principal; Melissa Alcala, Academic Dean; 8th grade Science Teachers
Science	Targeted students who failed or did not take the TAKS Science in 5th grade will be tutored once a week by a 6th or 7th grade science teacher	All subpopulations will show a minimum 90% passing rate as indicated on AEIS	ITL	September 09- May 09	Donna Newman, Principal, Melissa Alcala, Academic Dean, 6th and 7th grade Science Teachers
Science	6th, 7th, and 8th grade students will take science Benchmarks	Students will score 3% higher than district average	ITL	August 09- June 10	Donna Newman, Principal, Melissa Alcala, Academic Dean, Science Teachers

Science	8th grade Focus group students will participate in the game "Are You Smarter Than a Fifth Grader".	90% of students will be successful	ITL	April-09	Donna Newman, Principal; Melissa Alcala, Academic Dean; 8th grade Science Teachers
Fine Arts	Provide opportunities and encourage student participation in concerts-both on campus and throughout the community, solo and ensemble events, region, choir, band, and orchestra competition, plays, debate competitions, art shows, and fine arts UIL events. Recruit through 5th grade visits, electives showcase, and elementary school visitation.	90% of eligible students enrolled in fine arts classes will participate in after school/extra curricular events and competitions.	ITL, CCR	August 2009- May 2010	Donna Newman, Principal; Maureen Rodriguez, Ben Peterson, Assistant Principals; Phyllis Malone, Lisa Martin, Wyatt Moerdyk, Hailey Hince, Amanda White, Tammy Frazier, Liz Bashara
Athletics	Continue 7th & 8th grade athletic periods.	Promote and encourage participation in multiple sports, discipline, and eligibility.	GSF	August 2009 - May 2010	Donna Newman, Principal; Maureen Rodriguez, Ben Peterson, Assistant Principals; Head Coach; Coaches
ELL	Through monthly SIOP team meetings, appropriate instruction strategies for ELL learner needs will be used in all content areas.	100% of ELL students will pass appropriate state assessment.	V, CRW	August 2009 - May 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; ELL Teachers, Shar Huffman, Counselor; Teachers
Special Education	Case managers will monitor special education students through inclusion, CMC, and tutoring to reduce the number of failures per semester.	Failing grades for Special Ed. Students will be reduced by 10% each semester	3TL	August 2009 - May 2010	Donna Newman, Principal, Maureen Rodriguez, Ben Peterson, Assistant Principals; Melissa Alcala, Academic Dean; Stephanie Richardson, Special Education Campus Coordinator; Case Managers
Guidance	Counselors will meet with students who are experiencing peer difficulties and utilize the following strategies: *Mediation *Problem Solving Skills *Role Playing	Counselor referrals will decrease by 10% from previous year.	3TL, PGP	August 2009 - May 2010	Clarissa Cue, Truett Goss, Shar Huffman, Counselors
Guidance	Counselors will meet with all students by grade level to address future academic goals and college readiness. *3 year plan *4 year plan *Advanced coursework	All incoming students from elementary feeder schools will have completed a 3-year plan by the end of 5th grade. All students will have completed a 4-year plan at the end of 8th grade.	PGP	August 2009 - May 2010	Clarissa Cue, Truett Goss, Shar Huffman, Counselors

Safe and Drug Free	100% of students enrolled will attend a discipline assembly at the beginning of the year and at mid-year. All 7th grade students will attend the DARE program through social studies. The campus officer will present the program.	Office referrals related to drug use will decrease by 10% from previous year.	PI, CT	August 2009, 1st 9 weeks during Red Ribbon Week TBA	Donna Newman, Principal; Clarissa Cue, Shar Huffman, Counselors; Erin Summey, Student Council Sponsor; Maureen Rodriguez, Ben Peterson, Assistant Principals; NEISD Campus Police Officer; Teachers
Technology	Teachers will integrate computer technology into lessons a minimum of one time per month.	Students will learn to enhance classroom projects with technology and also become knowledgeable consumers of information.	AL, CT	September 2009-May 2010	Donna Newman, Principal; Melissa Alcala, Academic Dean; Diana Hughes, Technology Chair; Technology Committee; Teachers
Technology	7th grade teachers will create an intense 7 week TAKS Writing Boot Camp. Based on 7th grade Benchmark scores, students will self assess and determine TEKS that need to be addressed; Plato tutorial will be utilized for support.	Lesson plans for 7th grade teachers will reflect an integration of technology a minimum of one time per 9 weeks.	ITL, CLP	Monthly	Donna Newman, Principal; Diana Hughes, Technology Chair; Technology Committee
At Risk Students	One member of the leadership team will be assigned to work with one grade-level team. Leadership team member will meet weekly with team to assist with promoting student achievement, particularly facilitating plans of action to assist students in danger of failing.	Students ineligible for promotion at the end of the year will decrease from 11% to ≤ 5%.	CLP, PGP	August 2009 - May 2010	Donna Newman, Principal; Maureen Rodriguez, Ben Peterson, Assistant Principals; Melissa Alcala, Academic Dean; Clarissa Cue, Shar Huffman, Counselors; Faculty
At Risk Students	A co-funded CMC will be available to non-special education students who have been identified by RTI as needing more assistance with promoting student achievement, particularly facilitating plans of action to assist students in danger of failing.	Students ineligible for promotion at the end of the year will decrease by at least 50%	ITL	August 2009 - May 2010	Donna Newman, Principal; Maureen Rodriguez, Ben Peterson, Assistant Principals; Melissa Alcala, Academic Dean; Clarissa Cue, Shar Huffman, Counselors; Stephanie Richardson, Special Education Campus Coordinator; Teachers

At Risk Students	After hours transportation will be provided 3 times per week for students who need additional tutoring or who are participating in after-school clubs/organizations	Students ineligible for promotion at the end of the year will decrease from 11 % to ≤ 5%	3TL, DI	September 2009 - May 2010	Donna Newman, Principal; Maureen Rodriguez, Ben Peterson, Assistant Principals; Melissa Alcalá, Academic Dean; Teachers	\$5000 Title
At Risk Students	AIM classes will be offered to identified 7th and 8th grade students to teach study skills/character education.	Students ineligible for promotion at the end of the year will decrease from 11% to ≤ 5%.	3TL, ITL, GSF	August 2009 - May 2010	Donna Newman, Principal; Maureen Rodriguez, Ben Peterson, Assistant Principals; Melissa Alcalá, Academic Dean; Clarissa Cue, Shar Huffman, Counselors	
Library Services	Students will use the Library Portal Page to begin all research assignments.	Usage of the database will increase by 5%	CRW	September 2009 - May 2010	Kristen Magruder, Librarian	
Library Services	Reading classes will continue to utilize the library resources by coming in every 2 weeks.	Overall student performance on TAKS Reading will increase to 95%.	CRW	September 2009 - May 2010	Kristen Magruder, Librarian	
AVID	The AVID coordinator & Academic Dean will meet with Pre AP teachers at least 2 times per 9 weeks to discuss AVID student progress.	95% of AVID students will pass their Pre AP classes at the end of semester	CCR, 3TL	August 2009 - May 2010	Kathy Bennet, AVID teacher; Melissa Alcalá, Academic Dean; Clarissa Cue, Shar Huffman, Counselors	
Discipline Management	Prior to issuing more serious consequences for tardies, administrator will have a mandatory conference with the parent and student to explain school policy.	Overall student tardies will decline by 5% each month		August 2009 - May 2010	Donna Newman, Principal; Maureen Rodriguez, Ben Peterson, Assistant Principals	
Discipline Management	Provide instruction (through CHAMPS and Garner Gear Up) to all students and teachers to teach the behavioral expectations on campus and the discipline consequences that may occur.	Student referrals will decline by 5% each 9 weeks	CLP	August 2009 - May 2010	Maureen Rodriguez, Ben Peterson, Assistant Principals	\$500 (printing Garner Gear Up books)
Discipline Management	Provide training to teachers and students on awareness of bullying and harassment through assemblies and administrative visits in the classroom and PALS mediations.	10% increase of student mediations resulting in a decrease of bullying incidents.	CLP	August 2009 - May 2010	Donna Newman, Principal; Maureen Rodriguez, Ben Peterson, Assistant Principals; Clarissa Cue, Shar Huffman, Counselors	
Discipline Management	Students in violation of dress code will be sent to the office for a change of clothes. A log will be kept on all students. Repeat offenders will be brought in to the discipline system.	Dress code violations will decline by 5% each month		August 2009 - May 2010	Donna Newman, Principal; Maureen Rodriguez, Ben Peterson, Assistant Principals	\$200 for uniform clothes

Discipline Management	In School Suspension Program will provide a quiet learning environment for students with disciplinary infractions. Students will have a quiet place to work with limited distractions. Students will meet with an administrator about strategies they can use to decrease inappropriate behaviors.	ISS referrals for classroom disruptions will decline by 5% each month		August 2009 - May 2010	Donna Newman, Principal; Maureen Rodriguez, Ben Peterson, Assistant Principals	
Attendance	Extracurricular activities such as, but not limited to, athletics, clubs, and fine arts, will be offered to all students.	Increase overall attendance from 96% to 97%.		August 2009 - May 2010	Donna Newman, Principal; Maureen Rodriguez, Ben Peterson, Assistant Principals; Teachers	
Professional Development	High-quality and ongoing professional development for teachers, administration and paraprofessionals will help all Garner students meet the state academic content standards. Professional conferences include, but are not limited to: Differentiation & Grading by R. Wormeli (October 2009 - select admin & teachers), CHAMPS by R. Sprick (October 2009 - one teacher from each team), NASSP (February 2010 - selected administrators), Kilgo workshops (October 2009 - for new reading, science, history & math teachers), CAST (November, 2009) , Motivating the Unmotivated Student, Differentiated Instruction and implementing effective strategies for the ELL student.	TAKS reading, social studies, and writing scores overall & all subpops will continue to be ≥95% TAKS math and science scores overall and all subpops will be ≥90%	DI, AFL, MCP	September 2009 - June 2010	Donna Newman, Principal; Melissa Alcalá, Academic Dean	\$21033 - Title Funds
College Readiness	To promote early college awareness, the Garner Go-Getters club will continue. The club will meet one time per month after school. Meetings will include presentations and guest speakers regarding college and careers, as well as other hands-on activities. Students will have an opportunity to attend one college field trip. Membership is open to all students in grades 6-8. Students will also have three community service project opportunities. Students will sign in at every meeting to document student participation.	Awareness of college entrance requirements, degrees offered, and college demographics will increase	CCR, PI	September 2009 - May 2010	Martha Diaz, Family Specialist; Kathy Bennet, AVID Teacher	
Parent Involvement	The Parent Academy will continue in order to promote informative and educational parent presentations and activities. The Academy will provide sessions in the areas of parenting skills, computer literacy, essential knowledge & academic skills, safety, health & nutrition, and cultural & art appreciation. Early college awareness presentations will also be scheduled. The Family Specialist will organize all activities and schedule presenters. The Academy is a team effort through NEISD and San Antonio College. These sessions are offered free of charge. Parents will also have opportunities to attend field trips. Sign-in sheets will be kept to document parent participation for all events. Registration with SAC will be completed as well. Information for all events will be available via brochures and monthly calendars.	Parent attendance at school functions will increase by 10% over the 09-10 school year.	PI, CT	September 2009 - May 2010	Martha Diaz, Family Specialist	

	Coordinated Funding	Use of local, state, and federal funds will be used to enhance instruction and purchase instructional materials after review of assessment data.	Quarterly benchmarks and assessments, TPRI/Tejas Lee, and administrative walkthroughs, formal and informal observations	DI, 3TL	August 2009 - June 2010	Donna Newman, Principal; Maureen Rodriguez, Ben Peterson, Assistant Principals, Melissa Alcalá, Academic Dean; Clarisa Cue, Truett Goss, Shar Huffman, Counselors	
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