

**Life Schools**  
**Life Middle School Waxahachie**  
**2015-2016 Campus Improvement Plan**



# Mission Statement

The mission of Life school is to train leaders with skills for the 21st century through strong academics, character training, and parenting program

## Vision

Be Authentic

Become Best Educational Institution in the World

Be Employer of Choice

Be Focused on the Mission

## Quality Standards

*Safety*

*Integrity*

*Professional*

*Data Informed*

*Innovative*

***It's not just School. It's LIFE.***

# Title 1 Components

- 1. Comprehensive Needs Assessment**
- 2. Schoolwide Reform Strategies**
- 3. Instruction by highly qualified professional teachers**
- 4. High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff**
- 5. Strategies to attract highly qualified teachers**
- 6. Strategies to increase parental involvement**
- 7. Plans for assisting preschool children in the transition from early childhood programs to elementary school programs**
- 8. Measures to include teachers in the decisions regarding the use of academic assessments in order to improve the achievement of individual students and the overall instructional program**
- 9. Activities to ensure effective timely assistance for students who experience difficulty mastering the proficient or advanced levels of academic achievement standards**
- 10. Coordination and integration of federal, state and local services and programs**

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# Comprehensive Needs Assessment

## Needs Assessment Overview

In 2015-2016, Life Middle School Waxahachie will come to fruition as the first single standing middle school in the Life School system. Our needs are based on data that in the past has included a K-12 campus. It will much easier to assess the needs after having a year under our belt.

After careful review of our needs at LMSW, the committee has determined the following reform strategies will be implemented to ensure that the students are provided resources to achieve academic success: (including but not limited to...)

- increase technology to give students access to real world application
- supplemental materials to assist classroom teachers with instruction and remediation in all core subjects
- continue with enhancement period for small group instruction and remediation for students at risk of failure
- 45 day tutors/materials for extra STAAR preparation for students in need
- AVID program in 7th and 8th to begin preparation for college and career readiness

The following strategies will help build a strong, well-trained staff and build a cohesive culture on the LMSW campus which will lead to student academic success:

- teacher training in technology
- more supplies for the fine arts
- creating a strong climate and culture on our own campus through stakeholder input and positive leadership on campus
- keeping class sizes small in academic classes
- focus on improving science scores in 8th grade sped
- maintaing HQ status for all teachers

## Demographics

### Demographics Summary

Life Middle School Waxahachie serves students from 7th to 8th grade. 2015 will be our first year as a separate middle school campus. The current secondary building will become a middle school for 7th and 8th graders in the 2015-2016 school year. Our school has the following ethnic distribution, in descending order according to the Ethnic Gender Campus/District Report:

8th: African American, Hispanic, White, and two or more races

7th: African American, Hispanic/White, two or more races and American Indian

According to the 2013-2014 campus profile on the TAPR report, 86.7% staff is White, 7.2% African American, 3.1% Hispanic followed by two or more races and Asian.

Our economically disadvantaged percentage for 7th is 38.66% according to the snapshot report. The secondary Red Oak campus was 30.96% but 8th grade was not separate. The district percent on this report was 55.22%. Our K-12 percentage according to the TEA 2014 accountability summary is 36.6%.

According to the TAPR report for 13-14, the attendance rate for K-12 at Red Oak is 97.0%. Our economically disadvantaged is 96.7% with African American being the highest at 97.9%.

Enrollment for middle school based on the Ethnic Gender Campus/District report will be 218 7th graders and 214 8th graders. Our spring enrollment shows that will be close to 250 in both grades, which is our cap. Due to advertisement, opening a new high school and parents wanting a school of choice, our enrollment caps are met with many on the wait list.

At the time that 8th grade was part of the secondary in 2014-2015 school year, one teaching position was left vacant at the end of the year for over four weeks. Although the class was covered, the teacher was not HQ. We will start the year with 100% HQ teaching staff and keeping 100% HQ teachers remain a priority on this campus.

### Resources:

Ethnic Gender Campus/District Report

Snapshot Report

### **Demographics Strengths**

- Enrollment has grown each year due to advertisement, strong reputation in the community and parents wanting a choice of schools

### **Demographics Needs**

- Attendance incentives will be put into place such as an ATTEN-DANCE at the end of each nine weeks for perfect attendance.
- Having all teachers to be HQ (highly qualified)

## Student Achievement

### Student Achievement Summary

In studying the latest Texas Academic Performance Report (TAPR), Life Secondary/Middle School Waxahachie "met standard" in their accountability ratings with a distinction designation in academic achievement for Math in 2013. In 2014, 7th and 8th grade met standard in all areas; however it was noted that one area, special education science in 8th grade, did not perform as well as expected. We have met and monitored consistently throughout the school year to ensure we meet the performance standard on STAAR. Strategies have been put into place, as well as a science enrichment class to help ensure meeting the standards. For the school year 2015-2016, all teachers will be given a common planning period, as well as a conference period. This will allow time for team planning and working with 45 day tutors on campus to directly impact student performance.

The use of technology in the classroom including but not limited to chromebook carts and Bring your own Device" will foster learner creativity and give teachers options for assessment other than paper/pencil test.

Resources;

AWARE/Eduphoria

TAPR

state testing results

local testing results such as benchmarks and formative assessment results

In 2015-2016 this campus will be rated on its own, not as a K-12 campus

### Student Achievement Strengths

- Lesson plans in Eduphoria
- Edgenuity to help introduce or give sample questions
- 45 day tutors/materials during key times of the year to continue



- common planning time

### **Student Achievement Needs**

- Students use of Edgenuity for remediation
- Improve 8th grade science special education scores
- improve scores in 8th grade SS
- chromebook training for teachers
- improve advanced scores in all areas
- materials for 45 day tutors a need for next year
- student technology to use in the classroom

## School Culture and Climate

### School Culture and Climate Summary

Life Middle School Waxahachie invites all parents to be involved in their student's educational experience through the use of our Parenting Program. This program includes the parent portal, parent night activities, options for communication such as Remind 101 and Mustang Message as well as parent observations. We also have Leadership Breakfasts once a semester where we showcase students and share district/campus information with all stakeholders. Staff and students will have regularly schedule fire drills each month and other safety drills each sememster. Teachers will complete online trainings each year through Region 10 to ensure staff is up to date in all areas that will support and active, healthy school climate. Administration has worked to implement more clubs and classes on campus that will encourage student participation. For instance, robotics club, middle school dance team and a color guard for next year, 2015-2016.

Resources:

master schedule

Parent survey completed by district

Staff survey completed by district

Bullying, specifically cyber/internet/phone bullying will be addressed in the classroom through counseling lessons, as well as during a parent night to ensure all stakeholders understand the importance of helping the middle school student properly hande a bullying situation.

Remind 101 and Mustang Message will be used throughout the school year to keep all stakeholders up to date on what is going on during the school year. Teaqchers will also be able to send out their own Remind 101 or add any information to the Mustang Message that is needed.

Our school has many opportunities for students to get involved including but not limited to: NJHS, student council, clubs/organizations, athletics, fine arts, community service and leadership opportunities.

We will use our enhancement time to improve student learning as well as fostering character development and leadership qualities.

Enhancement time is built into the master schedule each day.

Our Life School district employee survey from January 2015 shows that 95% of staff agree/strongly agree that Life School is a safe place to work. The survey also reflects that teachers care about the success of their students and trust the decisions made by administration.

We conclude this summary with pointing back to the vision of Life School which is to train leaders. We want to develop student leaders and we want them to be accountable to themselves, their classmates, and their teachers. This will help us increase "school spirit" and "campus pride" and give us a culture that is different than any other surrounding school.

### **School Culture and Climate Strengths**

- Enrichment period
- Parent Night
- police officers on duty throughout the day and at athletic events
- Parent portal
- District wide email system
- Remind 101
- Opportunity for leadership
- Region 10 online trainings
- School drills in place each month
- Dream Team to promote creativity on campus
- STAAR Celebrations
- Thanksgiving Feast schoolwide
- School dance

### **School Culture and Climate Needs**

- Ways to continue or improve positive contact with students and parents
- Continue training for staff on discipline/tally system
- Bullying prevention program

- Developing student leaders
- School spirit
- Materials to improve our fine arts programs to help encompass more students; Color Guard and Dance Team have been added!
- Improve programs in place to promote a positive culture and climate

## **Staff Quality, Recruitment, and Retention**

### **Staff Quality, Recruitment, and Retention Summary**

Life School actively recruits staff with a heart and passion for teaching. Through the recruitment process Life School meticulously reviews candidates to ensure that we are hiring the best and brightest to educate our students and prepare them as leaders for the 21st century.

School recruits highly qualified and effective staff through a recruiting event, "Education Excellence for Life"; peer interview process; Teacher Job Network, college recruitment fairs and the California Psychological Institute (CPI).

Campus administration selects staff hires based on the needs of their campus. Life Middle School recognizes a teacher each month for their efforts, support and team spirit on campus.

Life School's mission includes "training leaders with life skills for the twenty-first century by establishing strong academics, character training, and a parenting program" and we believe that to carry out this mission we must increase staff capacity by providing staff development, which includes but is not limited to leadership training, core academic area training, AVID training, Edgenuity training, special education training, ESL training and technology training. It has been a priority to increase the number of English As A Second Language (ESL) certified teachers and GT certified teachers. Life School has implemented a new training environment "Life School University" which provides online training opportunities for all staff members.

New teachers at Life Middle School receive support through many areas such as buddy/men. In addition, they are supported through an onboarding event, staff development and a mentor/buddy program. All teachers are provided feedback from their supervisors through summative conferences, walk throughs, and observations which are completed on a regular basis. There are two formal observations and a minimum of 5 walk through observations. Life Middle School is building capacity among staff through the TIF program, succession planning and performance based compensation and measurement system.

Survey data from the Life School Employee survey January 2015 indicated that 95% of staff look forward to coming to work each day. 97% of staff consider this a good place to work.

### **Resources**

#### **HQ report**

Employee survey done by the district

PDAS in Eduphoria

Life School U catalog transcripts

### **Staff Quality, Recruitment, and Retention Strengths**

- Highly qualified teachers in all core areas
- Variety of certification areas
- Recognition by administrator (ex.: treats, special dress, special recognition)
- Pay scale and benefits comparable and/or above other charter schools
- All teachers will have a planning period as well as a conference period

### **Staff Quality, Recruitment, and Retention Needs**

- Principal to have time to do specific staff development for needs of their staff
- Bilingual teachers on campus
- professional development for teachers that are not HQ in their specific subject area
- Non HQ teachers to have time with team teachers for modeling and planning
- Demographic of staff to more closely resemble the demographic of students

## Curriculum, Instruction, and Assessment

### Curriculum, Instruction, and Assessment Summary

Life Middle School Waxahachie has designed and implemented a state-aligned curriculum by using the district specific by subject Scope and Sequence and making modifications within the sequence to meet the needs within the district. Curriculum Coordinators are heavily involved to be sure there is proper alignment between state standards, what is taught and what is tested. State and local assessments are evaluated along with walkthrough data to identify areas of strength and weaknesses; these data driven results then drive the changes in the written, taught, and assessed curriculum areas. Data can be accessed by teachers and administrators through Eduphoria.

Life Middle School continues to monitor, evaluate and renew curriculum to meet the needs of all learners through embedded professional development and guidance of district curriculum coordinators.

Continued team planning will ensure fidelity of the curriculum implementation and allow time to share best instructional practices, programs and processes. As we move forward with team planning, alignment across grade levels needs growth. As teams meet they collaboratively create assessments which are based on the TEKS.

Life Middle School has implemented the following programs to insure students are prepared for 21st century learning: intervention periods, guided reading, guided math, StemScopes, Writer's Workshop, 5E Science Model, Edgenuity, AVID, Common Formative Assessments, and a variety of STAAR End of Course resources. To continue growing in the area, Life Middle School will continue to provide parents with multiple means of communication, increase technology on campus for students and staff, and provide supplemental instruction to meet student needs as determined by data.

Life Middle School Waxahachie is committed to meeting the academic needs of students by providing high quality professional development through a variety of means including, but not limited to local staff development, Life School U, ProjectShare, Region 10, outside professional development providers. Encouraged professional development topics include, but are not limited to Leadership, content area specific training, assessment, student engagement, English as a Second Language, Special Education, and Gifted and Talented. We want to improve instruction through use of proper equipment in all core areas such as lab tables for science and manipulatives for math.

Resources:

Scope and sequence

Course guide

### **Curriculum, Instruction, and Assessment Strengths**

- Curriculum Coordinators
- viable assessments for benchmarks
- use of technology in the classrooms
- HQ teachers presenting instruction
- use of 45 day tutors
- data meetings

### **Curriculum, Instruction, and Assessment Needs**

Differentiated textbooks - more of them and online versions

- Access to online materials from textbooks
- Interactive education/ individualized learning strategies
- Technology that teachers can manipulate example materials
- 45 day tutors/materials for next year to help students in need
- increase number of students in GT
- equipment for core subjects such as lab tables but not limited to....
- Mounted projectors in core subjects
- Eduphoria training



## **Family and Community Involvement**

### **Family and Community Involvement Summary**

Life Middle School will continue its practice of involving families in campus events as well as supporting those in need in our surrounding community. As we begin to create our own culture within our district, we look forward to partnering with the community while helping build a strong relationship. Our plan will involve food drives, Christmas wish programs, partnering with local police/fire departments as well as supporting our own families in need.

We strive to broaden our community and gain acceptance as a valuable commodity of education and public service. We continue to adapt our ways of communication to families and the local community. Without their support our school would not be able to sustain its growth.

The Life School Parent Survey, January 2015, 79% of parents felt well informed about how their student was doing, 56% felt they had input in making important school decisions and 86% of parents felt welcome.

#### Resources:

parent survey completed by district 2015

sign in sheets from parent nights

parent observation sign in sheets

### **Family and Community Involvement Strengths**

- Parent nights
- Parent Observations
- Email communications
- Remind 101 and Mustang Message
- Parent portal
- Attendance at choir/band concerts
- Food/toy/clothes/blood drives

## **Family and Community Involvement Needs**

- Continue good communication and create new ways to communicate with all stakeholders
- Periodic survey for the middle school campus
- Quality speakers and programs presented at parent nights
- Organize parent group such as Parents as Partners to partner with school on activities
- Effective communication for other languages

## School Context and Organization

### School Context and Organization Summary

Life Middle School Waxahachie maintains a high-level of attention to details with regards to all campus systems. Each major system is discussed, planned, developed and executed by all staff members. Through the use of an open door policy by all administration, all stakeholders have the ability to discuss any area that may need further attention.

The master schedule for LMSW provides at least one 45 minute conference period daily to allow teachers to attend ARD, 504, RTI and grade level meetings with administration. It will also include a team time for each teacher in the 2016-2017 school year. Our students will be put on teams within the master schedule so a group of teachers will have the same students in build student achievement.

Goals for the year are set for the campus so teachers can build their improvement goals on campus needs. If all staff has the same goals and focus, our students have a much greater chance of growth and academic success.

Life School encourages staff participation in decision making by including staff members as a part of the campus improvement team, "What Do You Think?" team and surveys. Administration spends time with the WDYT representative to work to improve an area of need.

Our School context team also had the following ideas:

- As a growing campus, we need more opportunities for student lead/directed programs and activities

Resources:

master schedule

WDYT result calculated by district

### **School Context and Organization Strengths**

- master schedule planned out
- drill schedule
- safety trainings
- horizontal planning over the district
- Team scheduling for 2016
- Goals set at the beginning of the year for focus and direction

### **School Context and Organization Needs**

- monitoring of staff mentoring program
- exit survey from staff that is leaving
- Site based decision making team
- Another form of gather data from staff other than WDYT

# Technology

## Technology Summary

Life Middle School Waxahachie continues to utilize technology in the classroom and computer lab. We are continuing to increase interactive technology and computers for student use. This year LMSW added 1 cart with 30 Google Chromebooks, projectors in every classroom and for our traveling teachers, and 13 document cameras.

Now we have been given some terrific resources, it is now on us to make sure the technology is implemented the correct way. The following are some areas of growth on the horizon:

- More convenient access to student technology
- Staff trainings: hands on with devices and resources
- Online textbooks and materials

Resources:

technology list of campus resources

## Technology Strengths

- Projector in each room
- Chromebook carts

## Technology Needs

- Online resources: research, media
- Staff Training on Technology: resources, equipment to continue
- Ratio of student devices
- real world application for technology
- Continued growth of student computers

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Federal Report Card Data
- NCLB Report Card data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Observation Survey results

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc

- Section 504 data
- Gifted and talented data
- Response to Intervention (RTI) student achievement data

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

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Student surveys and/or other feedback

#### **Employee Data**

- Professional Learning Communities (PLC) data
- Staff surveys and/or other feedback
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Teacher STaR Chart Technology Data
- PDAS and/or T-TESS

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

- Parent surveys and/or other feedback
- Parent Involvement Rate

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

- Study of best practices












# Goals

## Goal 1: Academic success for all students

**Performance Objective 1:** Deliver/Develop instruction in order to out-perform the State in all academic areas as measured by the campus score on the 2015-2016 TAPR report.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Designate campus instructional leads for Core Subject areas and Electives	1, 2, 4, 5, 8	Administrators, District	Increase STAAR and STAAR Commended scores by 2% from previous year				
2) Increase campus Gifted and Talented teachers or teachers trained in GT	1, 2, 3, 4, 5, 8	Principal	Raise number of GT trained staff to 90%				
3) Identify and acquire Science improvements in the following areas: lab tables for 7th and 8th classrooms, necessary equipment for 8th grade science labs, annual CAST training, replenishing any needed consumables, (including but not limited to)	1, 2, 3, 4, 5, 8, 9	Administrators, Science Coordinator, JH science teachers	Increase Science STAAR scores by 3% from previous year				
Funding Sources: 211 - Title I - \$2000.00							
4) Identify and Acquire ELA improvements in the following areas: development of 7-8th grade ELA, a viable scope and sequence for 7/8th grade ELAR and ESL curriculum (including but not limited to)	1, 2, 3, 4, 5, 8, 9	Administrators, ELA coordinator, ELA secondary teachers	Increase ELA STAAR scores by 8% from previous year				
Funding Sources: 211 - Title I - \$2000.00							
5) Identify and Acquire Math improvements in the following areas: increase manipulatives, Professional Learning Community meetings, CAMT,	1, 2, 3, 4, 5, 8, 9	Administrators, Math coordinator, Math teachers	Increase Math STAAR scores by 4% from previous year				
Funding Sources: 211 - Title I - \$2000.00							
6) Identify and create General improvements: Walkthroughs, evaluation of campus intervention efforts, grading practices, summer school evaluations, benchmark CFA calendar, purchasing STAAR practice materials (including but not limited to)	1, 2, 3, 4, 5, 8, 9, 10	Administrators, district coordinators, class teachers, office staff, counselors, summer school staff, lead teachers	Decrease number of students failing to pass to the next grade due to report card grades by 5 students from previous year				
Funding Sources: 211 - Title I - \$9500.00							
7) Create an enhancement period within the school day to help students develop skills in their low performing areas	1, 2, 3, 4, 7, 8, 9	Administrators, district coordinators, teachers, counselors and leaders on campus	Increased number of students passing and advanced performance.				
Funding Sources: 420 - State Comp Ed, 199 - General Fund							



8) Pull low performing ELL students during enhancement time to work directly on their language skills		counselors teachers ESL coordinator ELAR coordinator	master schedule edgenuity reports				
Funding Sources: 263 - Title III - \$500.00							
<b>Critical Success Factors</b> CSF 1 CSF 2	1, 2, 3, 4, 8, 9	coordinator, counselors, administration	increased STAAR scores increase passing and advanced STAAR scores				
9) Identify and acquire SS improvements in the following area: provide maps in classrooms and materials for 45 day tutor, prof development by coordinator and mentoring by coordinator	Funding Sources: 211 - Title I - \$2000.00						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							


















**Goal 1:** Academic success for all students

**Performance Objective 2:** Reduce the achievement gap between the highest performing student group and all other student groups *by 2% as measured by the 2015-2016 TAPR report.*

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Provide RTI intervention and the use of 45 day tutors along with materials for both.	1, 2, 3, 6, 8, 9, 10	Administrators, counselors, teachers	Have parent buy in for student participation in 45 day tutor program and RTI intervention.				
Funding Sources: 420 - State Comp Ed							
2) Evaluate and improve SPED curriculum	1, 2, 3, 6, 8, 9, 10	Administrators, SPED director, campus SPED teachers,	Have 100% of SPED teachers attend District SPED in-service training				
3) Provide Attendance incentives	1, 2, 5, 6, 10	Administrators, office staff, PEIMS coordinator, teachers	Raise Attendance percentage to 98.5% this school year				
4) Hire teachers that are highly qualified to deliver instruction	1, 3	Human Resource Administration	staff list employment records				
<b>Critical Success Factors</b> CSF 1 CSF 7		coordinators administrators	certificates of completion walk through data input from department head				
5) Provide staff development/planning time for teachers that are not highly qualified in their specific area							
<b>Critical Success Factors</b> CSF 7	1, 3, 4, 8	coordinators administrators	certificates of completion walk through data input from department head				
6) Provide staff development/planning time for teachers that are not highly qualified in their specific area							
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							

**Goal 1:** Academic success for all students

**Performance Objective 3:** Prepare students for post-secondary success as measured by *100% graduation rate, outperform the state index 4 (college readiness) and 100% post-secondary acceptance for the school year 2015-2016.*

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Initiate project: Duke talent identification program 7th grade , E2020 SAT/ACT/PSAT prep for all 7-8 through Edivate or other sites	1, 2, 5, 6	Administrators, Counselors, teachers, parents, students	95% of Eligible students participate in Edivate/PSAT instruction				
2) AVID program expansion to grades 7-8	1, 2, 4, 5, 6	Administrators, Avid district director, Counselors, Avid elective teachers	Increase the number of students in each AVID class by 4				
3) Calendar College Awareness weeks/days/visits, and Campus college fair or College Day/Week	1, 5, 6	Administrators, Counselors, lead teachers, teachers, parents, students, curriculum coordinators	Conduct 1 College Fairs or College Week				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

## Goal 2: Develop leaders with character

**Performance Objective 1:** Provide leadership and character training *as evidenced by courses and trainings attended during the 2015-2016 school year.*


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Implementation of Campus Leadership program	1, 5, 6	Administrators, Counselors, lead teachers, teachers, parents, students, curriculum coordinators, parents	100% of students will be exposed to Leadership training at least 1x during school year	✓	✓	✓	✓
2) Provide PACT mentoring for any new staff	1, 2, 3, 4, 5	Administrators, Counselors, lead teachers, teachers, curriculum coordinators	100% completion of at least 1 module by every teacher requested to sign up for PACT	✗	✗	✗	✗
3) Create Parent Night trainings	1, 6	Administrators, Counselors, lead teachers, teachers, parents, students, curriculum coordinators	Each Parent night will have at least 2 trainings available for parents to attend	✓	✓	✓	✓
4) Morning Announcements to be done by students	1	Administrators, Counselors, lead teachers, teachers, students, curriculum coordinators, coaches	Make Morning Announcement Delivery over intercom 100% of school days, and continue with Mustang Message information twice monthly.	✓	✓	✓	✓
5) Increase National Junior Honor Society/Student Government to MS students	1, 5, 6, 8	Administrators, Counselors, lead teachers, teachers, parents, students, curriculum coordinators	Add 2 sponsors teachers to each group and add 5 students to each group	✓	✓	✓	✓
6) Measure ongoing professional development by Coordinators	1, 2, 3, 4, 5, 8, 9	Administrators, Counselors, lead teachers, teachers, curriculum coordinators	Raise Coordinator attendance at our campus by 1 visit per week	🟡	✓	✓	✓

7) Attend Assistant Principal Leadership Academy	1, 2, 3, 4, 5, 8, 9	Administrators, Counselors, lead teachers, teachers, curriculum coordinators	100% Attendance by AP's				
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= Accomplished
 = Considerable
 = Some Progress
 = No Progress
 = Discontinue

**Goal 2:** Develop leaders with character

**Performance Objective 2:** Provide Leadership opportunities *as evidenced by participation in established programs during the 2015-2016 school year.*

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Advertise and Invite Campus Community Service projects	1, 2, 5, 6	Administrators, Counselors, lead teachers, teachers, parents, students, curriculum coordinators	Increase number of community service projects by 3	✓	✓	✓	✓
2) Strategically improve Leadership Program	1, 2, 5, 6	Administrators, Counselors, lead teachers, teachers, parents, students, curriculum coordinators	75% of students involved in leadership project or community project	✓	✓	✓	✓
3) Increase opportunity for students to become leaders on campus through offering new clubs, classes and programs.	1, 5, 6	Counselors, administration, staff	course guide student participation	✓	✓	✓	✓
							

### Goal 3: Sustainability through growth and expansion

**Performance Objective 1:** Retain students through graduation *by opening new secondary campus by August 2015.*

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Invite and host 6th grade visits to Secondary	1, 6	Administrators, Counselors, lead teachers, teachers, parents, students, curriculum coordinators	75% of 6th graders from our sister schools will visit Secondary at least 1 time				
Funding Sources: 420 - State Comp Ed							
2) Create High School mentoring program	1, 5, 6	Administrators, Counselors, lead teachers, teachers, students, NHS sponsors, Student council	75% of Seniors and Juniors will pick a student they can mentor throughout the year and meet at least 1x a semester				
3) Advertise College Visits	1, 6	Administrators, Counselors, lead teachers, teachers, parents, students, curriculum coordinators, AVID, SPED	90% of AVID students to go on a college visit				
Funding Sources: 211 - Title I - \$1000.00							
4) Provide AVID for students	1, 3, 5, 6, 9	Administrators, Counselors, lead teachers, teachers, parents, students, curriculum coordinators, district director	95% of students who start Avid at the beginning of the year will complete the year in Avid				
5) Promote and Encourage Extra Curricular participation	1, 5, 6	Administrators, Counselors, lead teachers, teachers, parents, students, curriculum coordinators	75% of our student population will be on at least 1 team/group/club				
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							

**Goal 3:** Sustainability through growth and expansion

**Performance Objective 2:** Communicate operational expectations to all stakeholders through the establishment of standardized procedure manual by August 2016.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Develop a standardized procedures manual	10	Central Office/ Facilities	completed document				
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							



**Goal 3:** Sustainability through growth and expansion

**Performance Objective 3:** Provide a safe learning environment as evidenced by 93% of staff, students and parents reporting they agree that Life School is safe on a standardized climate survey taken during the 2015-2016 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Security Resource Officer on campus daily	1, 5, 6	District security director	Daily attendance and tracking logs				
2) Complete appropriate Drills	1, 6	Administrators, Counselors, lead teachers, teachers, students,	Complete at least 1 drill per month with 100% accuracy on times				
3) Engaging Learning Environment	1, 2, 3, 4, 5, 8, 9, 10	Administrators, Counselors, lead teachers, teachers, parents, students, curriculum coordinators	Increase number of walkthroughs by 3 per teacher, monitor lesson plans weekly, use weekly grade reports to decrease failures by 10%				
4) Enforce Bullying Prevention Lessons/Social and Emotional Awareness campaign	1, 2, 4, 5, 6	Administrators, Counselors, lead teachers, teachers, parents, students, curriculum coordinators	Increase counselor sessions in classroom pertaining to bullying  Use Mustang Message to give parents information on bullying prevention				
5) create and implement Character Lessons	1, 2, 4, 5, 6	teachers counselors	Students would participate in at least 1 character lesson per nine weeks				
6) Provide CPI Restraint Training/ TBSI videos	1, 4, 5	Administrators, Counselors, lead teachers, teachers, SPED teachers, CPI trainer	100% of staff required to training completes in appropriate time frame				
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue							

**Goal 3:** Sustainability through growth and expansion

**Performance Objective 4:** Provide technology tools necessary to maintain high quality programs in instruction and operations *as measured by a rating of Met Standard on the STAR Report in August 2015.*

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Addition of Chromebooks	1, 3, 5, 9	Administrators, lead teachers, teachers, students, curriculum coordinators	75% of chromebooks will be used each day				
Funding Sources: 211 - Title I							
2) Increase use of Technology in the classroom	1, 3, 5, 9	Administrators, Counselors, lead teachers, teachers, parents, students, curriculum coordinators	50% of lesson plans will be note use of technology				
Funding Sources: 211 - Title I - \$20000.00							
3) Provide Math Manipulatives and Calculators for students as well as supplemental materials such as STAAR practice materials.	1, 2, 3, 5, 9	Administrators, Counselors, lead teachers, teachers, students, curriculum coordinators, Sped teachers	Increase Math STAAR scores by 4%. Use available resources to purchase needed calculators.				
Funding Sources: 211 - Title I - \$2500.00							
4) Provide Science Lab equipment such as tables but not limited to....	1, 2, 3, 5, 9	Administrators, Counselors, lead teachers, teachers, students, curriculum coordinators, Sped teachers	Increase Science STAAR scores by 3%				
Funding Sources: 211 - Title I - \$1000.00							
5) Give Ongoing Professional Development on latest trends	1, 2, 3, 4, 5, 8, 9	Administrators, Counselors, lead teachers, teachers, curriculum coordinators, Sped teachers	100% attendance by teachers to District Professional Developments				
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue							






















**Goal 3:** Sustainability through growth and expansion

**Performance Objective 5:** Expand Life School educational influence by building relationships for expansion

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Partner will a local business/organization/college where students can being to do community service or a community service project		Administration Counselors Teachers	completing the service project	✓	✓	✓	✓

## Goal 4: Enhance skills and knowledge of staff

**Performance Objective 1:** Provide relevant professional development *as evidenced by written plan of required courses for all 5 job categories by May 31, 2016.*

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Provide each teacher will the nonnegotiable during in-service	1, 2, 3, 4, 5, 8, 9	Administrators, Counselors, lead teachers, teachers, students, curriculum coordinators, Sped teachers	Increase All STAAR commended scores by 2% from previous year				
2) Require Safety Trainings	1, 2, 4	Administrators, Counselors, lead teachers, teachers, curriculum coordinators, Sped teachers	100% of staff trained in campus crisis management plan and drills.				
3) Attend District required programs: Eduphoria, GT, AP, TELPAS, PDAS	1, 2, 3, 4, 5, 8, 9	Administrators, Counselors, lead teachers, teachers, curriculum coordinators, Sped teachers	100% of teachers fulfill training requirements Trainings to be completed through Region 10 or Edivate				
4) Improve Mentor Teacher Program	1, 5	Administrators, Counselors, lead teachers, teachers, curriculum coordinators, Sped teachers	Make 1:1 ratio of teachers in need to mentor teachers				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							






















**Goal 4:** Enhance skills and knowledge of staff

**Performance Objective 2:** Increase staff retention *as measured by a decrease in turnover rate in 2015-2016 as compared to prior 3 year average.*

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Utilize Mentor Teacher Program	1, 2, 3, 4, 5, 8	Administrators, Counselors, lead teachers, teachers, students, parents, curriculum coordinators, Sped teachers	3% decrease in teacher turnover rate				
2) Increase Morale Efforts through various celebrations	1, 2, 3, 4, 5	Administrators, Counselors, lead teachers, teachers, students, parents, curriculum coordinators, Sped teachers	3% decrease in teacher turnover rate				
3) Provide Relevant Professional Development	1, 2, 3, 4, 5, 8, 9	Administrators, Counselors, lead teachers, teachers, curriculum coordinators, Sped teachers	3% decrease in teacher turnover rate				
Funding Sources: 255 - Title II - \$500.00							
4) Seek teachers of highly qualified status for employment	1, 3	Human Resource Administration	Full time employment of HQ teachers Staffing list				
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							

## Goal 5: Strategic partnerships to enhance the educational experience

**Performance Objective 1:** Relevant relationship building and training opportunities for parents *as evidenced by parent feedback and/or surveys completed throughout the 2015-2016 school year.*

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Evaluate effective of Parent Nights	1, 4, 5, 6	Administrators, Counselors, lead teachers, teachers, students, parents, curriculum coordinators, Sped teachers	Provide survey after each parent night and seek 50% approval rate				
2) Re-organize Parent Orientation	1, 4, 5, 6	Administrators, Counselors, lead teachers, teachers, students, parents, curriculum coordinators, Sped teachers	90% of enrolled students attend Parent orientation				
3) Advertise Parent Observations	1, 4, 5, 6	Administrators, Counselors, lead teachers, teachers, students, parents, curriculum coordinators, Sped teachers	Increase parent observations from previous year by 5%				
4) Enhance Leadership Breakfasts	1, 4, 5, 6	Administrators, Counselors, lead teachers, teachers, students, parents, curriculum coordinators, Sped teachers	Add student performances to entice parent participation sign in sheets				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							










**Goal 5:** Strategic partnerships to enhance the educational experience

**Performance Objective 2:** Enhance partnerships with community organizations *as measured by number opportunities participated during the 2015-2016 school year.*

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Make October Community Service Volunteer Month	1, 5, 6, 10	Administrators, Counselors, lead teachers, teachers, students, parents, curriculum coordinators, Sped teachers	75% of students participate in campus wide service project				
2) Provide Health Fairs	1, 5, 6, 10	Administrators, Counselors, lead teachers, teachers, students, parents, curriculum coordinators, district support	50% of student parents attend				
3) Involve school in Community Needs Drive	1, 5, 6, 10	Administrators, Counselors, lead teachers, teachers, students, parents, curriculum coordinators, Sped teachers, district supports	Have 1 blood drives and give to 4 different charities during school year				
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							

**Goal 5:** Strategic partnerships to enhance the educational experience










**Performance Objective 3:** Enhance educational partnerships with post-secondary institutions *as evidenced by formalized programs with at least 1 post-secondary institution.*

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Middle school students to participate in a college week or college fair to learn more about different colleges	2, 6, 9	counselors	Actual fair or week				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							












**Goal 5:** Strategic partnerships to enhance the educational experience

**Performance Objective 4:** Establish business partnerships *as evidenced by at least 1 corporate partner volunteering time, money, expertise or in-kind resources during the 2015-2016 school year.*

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Increase Networking opportunities in community by using resources such as: stakeholders, coaches, district resources, Avid teachers and students,	1, 5, 6	Administrators, Counselors, lead teachers, teachers, students, parents, curriculum coordinators, Sped teachers, district support	At least 2 corporate partners involved in parent night or athletic event				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 5:** Strategic partnerships to enhance the educational experience

**Performance Objective 5:** Establish partnerships with independent school districts as evidenced by at least one formal agreement with an ISD.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Work with Central Office and the HS to participate in any activities set up through this agreement.	2, 10	Administration	Scheduled events				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

# Title I

## Schoolwide Reform Strategies

### Ten Schoolwide Components

**1: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff**

# Campus Funding Summary

199 - General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	7	supplement materials and staff 15 percent comp ed and 85 percent general		\$0.00
<b>Sub-Total</b>					<b>\$0.00</b>
211 - Title I					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	supplement science trainings and materials		\$2,000.00
1	1	4	supplement ELAR needs		\$2,000.00
1	1	5	supplement math needs		\$2,000.00
1	1	6	interventionists/ 45 day tutors		\$9,500.00
1	1	9		211	\$2,000.00
3	1	3	field trip for AVID		\$1,000.00
3	4	1	technology, chromebooks		\$0.00
3	4	2	technolgy for the classroom		\$20,000.00
3	4	3	STAAR manterials for tutor or teacher and manipulatives		\$2,500.00
3	4	4	supplement science equipment		\$1,000.00
<b>Sub-Total</b>					<b>\$42,000.00</b>
420 - State Comp Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	7	supplement materials and staff 15 percent comp ed and 85 percent general		\$0.00
1	2	1	staff and materials for intervention		\$0.00
3	1	1	transition time for 6th graders		\$0.00
<b>Sub-Total</b>					<b>\$0.00</b>
255 - Title II					

<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
4	2	3	supplement staff deveiopment		\$500.00
<b>Sub-Total</b>					\$500.00
<b>263 - Title III</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	8	supplement writing materials		\$500.00
<b>Sub-Total</b>					\$500.00
<b>Grand Total</b>					\$43,000.00