

# Cayuga Middle School

Campus Improvement Plan  
2024

"Excellence and Integrity - The Wildcat Way!"

*"Communication, Connection, Consistency, and Commitment!"*

## Foreword

The Cayuga Middle School Campus Action Team (CAT) meets to develop, review, and revise the Campus Improvement Plan for the purpose of improving the performance of the middle school students. The committee includes representatives from the professional staff, parents, community, and business stakeholders. Currently serving on the Cayuga Middle School C.A.T. Team are:

CHAIRPERSON:	Zachary Williams, Principal, Cayuga Middle School
TEACHERS	<u>Names</u> Jill Hamil, 6th grade Science & 7th grade Math Beth Gotcher, Special Education Alicia Daniel, 7th & 8th grade History
PARENT:	Candice Richards
COMMUNITY MEMBER:	Kim Hillhouse
BUSINESS REPRESENTATIVE:	Darren Sims, Town and Country
CAMPUS –BASED NON-TEACHING PROFESSIONAL:	Kenyetta Jenkins (Counselor)
	<b><u>Duties of Committee Members:</u></b>

Campus-level committee shall:

1. Be involved in establishing and reviewing the campus educational plans, goals, performance objectives, and major classroom instructional programs.
2. Assist the principal annually in developing, reviewing, and revising the campus improvement plan for the purpose of improving student performance for all student populations with respect to the academic excellence indicators and any other appropriate performance measures for special needs populations.
3. Be involved in decisions in the areas of planning, budgeting, curriculum, staffing patterns, staff development, and school organization according to established administrative procedures.
4. Address all pertinent federal planning requirements.
5. Hold one public meeting, annually, after receipt of the annual campus rating from TEA to discuss District performance and the District performance objectives.
6. Participate in the development of and approve the portions of the campus plan addressing campus staff development needs.
7. Determine the use of funds awarded to a school under the Texas Successful School Award System.
8. Provide written comments, as appropriate, on requests for waivers submitted to TEA.

## **THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS**

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

## **THE STATE OF TEXAS PUBLIC EDUCATION GOALS**

GOAL #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.

GOAL #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.

GOAL #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.

GOAL #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

## **THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES**

Objective #1: Parents will be full partners with educators in the education of their children.

Objective #2: Students will be encouraged and challenged to meet their full educational potential.

Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

Objective #4: A well-balanced and appropriate curriculum will be provided to all students.

Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.

Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.

Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.

Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.

Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

## **CAMPUS GOAL**

Cayuga Middle School will meet or exceed the state standards in all areas reported on the Texas Education Agency's **Texas Academic Performance Reports (TAPR)** which determines the campus' accountability rating based on the student performance in the areas of attendance, dropout rate, and the State of Texas Assessments of Academic Readiness (STAAR) testing.

## **Mission Statement for Cayuga Middle School**

The mission of Cayuga Middle School is to implement safe, student-centered programs and effective practices which address the critical academic, social, and psychological needs of young adolescents.

Cayuga Independent School District  
Middle School Faculty & Staff 2024-25

**Administration**

Dr. Jess Satterwhite     Superintendent  
 Jay Thompson            High School Principal  
 Zachary Williams       Middle School Principal  
 Tracie Campbell        Elementary Principal  
 Kenyetta Jenkins        HS/MS Dean of Students  
 Jacob Magee             Athletic Director  
 Megan Humphreys       Assistant Athletic Director

**Middle School Staff**

Corey Brown - Agriculture  
 Karrie Cox - Agriculture  
 Julie Croft - MS Dyslexia  
 Alicia Daniel - 7th & 8th Grade History  
 Kimberly Hillhouse - 6th Grade Reading & English  
 Cindy Derrick - Life Skills / Special Education  
 Megan Fitzgerald - MS Art  
 Beth Gotcher - Special Education  
 Jill Hamil - 7th Grade Math & 6th Grade Science  
 Carol Harris - Spanish I (8th Grade)  
 Lori Higgins - 7th & 8th Grade Science  
 Laurie Jordan - 6th Grade Math & History  
 Jennifer Joslin - MS & HS Band  
 Kyle Wilkins - Special Education/MS Boy's Athletics  
 Katie Holmes - 8th Grade ELAR/TECH Applications  
 Sarah Walker - 8th Grade Math / MS Girls Athletics  
 Jodi Walthall - 7th Grade Reading & English

**Support / Paraprofessionals**

Joel Jenkins -7th Grade Keyboarding / Boys Athletics  
 Kristen Hargrave - Wildcat Den  
 Wilburn - Life Skills  
 Tanya Kennerk - Wildcat Den  
 Lana Hart - Wildcat Den / Inclusion

**Directors**

Joey Fitzgerald            Transportation Director  
 Leslie Glenn              Food Service Director  
 Jennifer Joslin            Band Director  
 Jacob Magee              Athletic Director  
 Kristen Mills              MS School / District Nurse  
 Frank Robinson         Maintenance / Custodial Director  
 Becky Thompson         Sp. Prog. Director / Test. Coord.  
 Eric Grimes                Technology Director  
 Jackie Willingham       Asst Tech. Director / Librarian  
 Katie Abbott              ACSEC Director  
 Andrea Holland          MS/HS Diagnostician  
 Cathy Clarke              ES Diagnostician

**Office Personnel**

Lisa Harrison              CHS Secretary  
 Kim Dublin                PEIMS Coordinator  
 Samantha Douglas       Business Office  
 Kellie Gatewood         Business Manager  
 Megan Humphreys       Supt. Secretary/HR  
 Bertha Williams         CES Secretary  
 Effie Williams             CMS Secretary

**CMS Sponsors**

6th Grade - Davis, Hamil, Jordan  
 7th Grade -Gotcher, Higgins, Walthall  
 8th Grade - Cox, Daniel, Holmes, Walker  
 MS Cheerleading - Johanna Link  
 Robotics - Lori Higgins  
 Student Council - Laurie Jordan  
 U.I.L. Coordinator - Alicia Daniel  
 U.I.L. One Act Play - TBD  
 FFA - Brown & Cox

**Cayuga Middle School  
Campus Plan  
2024**

**Campus Goal:** Cayuga Middle School will meet or exceed the state standards in all areas reported on the Texas Education Agency’s **Texas Academic Performance Reports (TAPR)** which determines the campus’ accountability rating based on the student performance in the areas of attendance, dropout rate, and the State of Texas Assessments of Academic Readiness (STAAR) testing.

<b>Performance Objective 1:</b> <i>Cayuga Middle School will reduce/maintain the failure rate from <u>0%</u> to <u>0%</u>. (final grades).</i>				
<b>STRATEGIES</b>	<b>PERSON(s) RESPONSIBLE</b>	<b>RESOURCES</b>	<b>TIMELINE</b>	<b>EVALUATION</b>
1. Improve attendance from 96.7% to 97% Ex: Attendance 5 Awards; Bulletin bd. Recog.; VIPs; TEAM Recognition	Principal, <b>School Counselor</b>	Activity Fund Budget	Aug. 2024- May 2025	End of Six Weeks results
2. Continue voluntary after-school tutorials	Principal/ Teachers	NA	Daily	End of Six Weeks results
3. Continue incentive program TOP CATs; Awards & TC Rally	Principal, <b>School Counselor</b> , Teachers	Activity Fund Budget	Each six weeks	End of Six Weeks results
4. Conduct grades continue	Teachers	NA	Daily	End of Six Weeks results Teacher evaluations
5. Parent/Teacher conferences mandatory for semester failures	Teachers / Parents	NA	End of 1st Semester	Teacher/Parent logs
6. Continue Grade Watchers	Principal / <b>School Counselor</b> / Wildcat Den Paraprofessionals	Budget	End of six weeks	Reduction of failure rates

7. Utilize instructional strategies that address multiple learning styles	Principal/ Teachers	Region VII, Trained staff	2024-2025	Lesson plans, classroom activities, T-TESS
8. Implementation of Failure Intervention Plans for all students who fail a 6 weeks	Teachers	Teacher training / model plan	Aug. 2024-May 2025	End of 6 weeks / Teacher Plan

<b>Performance Objective 2:</b> <i>CMS will perform at or above state standards in all subject areas, and all student populations, on the STAAR tests in 2025</i>				
STRATEGIES	PERSON(S) RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION
1. Meet state & federal standards in all student groups on STAAR tests	Teachers	Budget	April & May 2025	STAAR results
2. 6th & 7th grade required reading class	Principal / ELAR Teachers	Compensatory Fund	Aug. 2024 May 2025	STAAR results Reading diagnostic tests
3. Remediation course in reading for 8th graders	8th grade Reading Teacher	Compensatory Fund	Aug.2024	STAAR results SSI results
4. Writing/Lang. Arts teachers will receive training addressing the LA TEKS & STAAR & share w/ each other ie: Region VII training; . Vertical Teams	ELAR Teachers	Compensatory Fund	Aug. 2024	Evaluation of training Share w/ colleagues
5. ELAR / Writing & SS teachers will evaluate TEKS & STAAR objectives to devise a plan to address students' needs and areas of weakness as related to the STAAR redesign and test being given solely online.	ELAR Teachers / SS teacher	Budget for staff training	January 2025	Evaluation of STAAR redesign / share with colleagues

6. Math teachers will receive training & implement strategies addressing math TEKS/STAAR ie: curriculum day/Reg. VII; CAMT conference	Math Teachers /Sp. Ed. Teacher	Budget - Cost of Training Reg. VII	As available	Evaluation of Workshop Share w/ colleagues
7. Continue “Highly Qualified” math aide	Principal / School Board	Title I Funding / Salary	As available	Reduction of math STAAR failures
8. Science teachers will receive training addressing science TEKS/STAAR ie: Reg. VII / Vertical teams	Science Teachers	Budget - cost of training Reg. VII	As available	STAAR scores / results of practice/benchmark tests
9. Social Studies teachers will receive training addressing SS TEKS / STAAR ie: Reg. VII/ vertical teams; MODEL UN; SS State conference	Social Studies / History Teachers	Budget - cost of training Reg. VII	As available	Evaluation of workshop / share w/ colleagues
10. Purchase supplemental materials to enhance STAAR related subjects ie: Measuring Up; STAAR Master workbooks; ; Edugenity; Mentoring Minds; Learning Farm, Math / SS / ELAR warm-ups	Principal/ Teachers	Cost of books Budget	2024-2025	STAAR scores
11. Release STAAR tests and other pertinent information to staff	Principal / School Counselor/ Testing Coordinator	Cost of DMAC/Compass Budget	2024-2025	Teacher needs & STAAR needs
12. Continue PGP (Personal Graduation Plan) for any student who does not pass STAAR	School Counselor	Compass Software	May '25	STAAR results PGP Plan
13. Provide Training for ALL Staff on STAAR Tests for 2024-25	Principal /Director of Sp. Populations Teachers	Budget = Region VII Coop	As available	Workshop evaluations
14. STAAR training provided to new staff / mentor teacher assigned for school year	Principal / School Counselor/ Testing Coordinator	Budget for staff training	Ongoing	STAAR scores / results of practice/benchmark tests

15. Use of Evidence-based testing / Interim testing / Data-tracking to improve student performance	Principal / <b>School Counselor</b> / Director of Sp. Populations	Budget / Cost of DMAC	Ongoing	STAAR scores / results of practice/benchmark tests
16. Continuing Masters Period and TEAM Time to meet State HB 4545 / 1416 requirements for Supplemental Instruction Hours where certified teachers and paraprofessionals will work with struggling students who have been identified by the District and address learning loss associated with the pandemic by using evidence-based interventions.	Principal / Director of Sp. Populations / Teachers	Budget	Ongoing	STAAR scores / results of practice/benchmark tests
<b>17. Review of Beginning of the Year (BOY) and Middle of the Year (MOY) data-assessment based on Interim testing for strategies- based Masters Period tutoring interventions. (Edgenuity / Learning Farm, Math Warm-ups, etc.</b>	<b>Principal / School Counselor / Director of Sp. Populations / Teachers</b>	Budget	<b>Ongoing</b>	<b>Interim Testing Results</b>
18. Work to implement a Summer Program to assist students that do not pass the STAAR test. Provide 30 hours of supplemental instruction to address learning gaps. (HB 4545) / <b>Edgenuity</b>	Principal / Director of Sp. Populations / Testing Coordinator	Budget	Ongoing	STAAR scores / results of practice/benchmark/Interim testing results
19. Work to maintain at least one year of student growth for all students taking the STAAR assessment.	Principal / Director of Sp. Populations / Testing Coordinator / Teachers	Local, Title I, Compensatory , Special Education	Ongoing throughout 2024-2025	TAPR/School Report Card
20. Addressing the needs arising from the COVID-19 pandemic. Strategies for reopening and operating schools to effectively respond to a student's social, emotional, and academic needs. Activities that are necessary to maintain	Administration/School Board / Superintendent	Budget	Ongoing	Assessment based on individual student / campus need



operation of and continuity of service, including to employ existing or hiring new staff members.				
21. Continue to address the learning loss created from the C-19 pandemic through tutorials, interim testing, and needs assessment	Administration/School Board / Superintendent / Principal, Teachers	Budget	2024-2025	Assessment based on individual student / campus need

<b>Performance Objective 3:</b> <i>CMS will increase attendance rate from <b>96.7% to 97%</b> and continue drop-out rate of <u>0%</u>.</i>				
<b>STRATEGIES</b>	<b>PERSON(S) RESPONSIBLE</b>	<b>RESOURCES</b>	<b>TIMELINE</b>	<b>EVALUATION</b>
1. Educate parents and students about tardy and attendance laws	Principal	NA / Attendance letters	Sept.2024	Daily Attendance reports
2. Continue use of incentives ie: Snack 5 Awards-Perfect Attendance; bulletin board; newspaper; TOP CATS, VIPs	Principal/ Student Council	Activity Fund Budget	Sept. '24– May 25	End of six weeks reports
3. Attendance committee will review absences and tardies / Assign CATS Intervention Program; Contract	Principal/ Nurse/ <b>School Counselor</b>	Budget	Aug. '24-May '25	Daily and semester attendance reports
4. Phone calls to students who are absent & mail home warning notices	Principal/ MS Secretary	Budget= Postage/phone	Aug. '24-May '25	Daily attendance reports
5. Provide Saturday School opportunities for students with excessive tardies / absences	Principal / <b>School Counselor</b> / *w/HS Secretary MS Secretary / Sat. School coordinator	SCE and Local Funds	Oct.'24-May'25	Daily attendance summary / <b>attendance records</b>
6. Teachers will post attendance on Ascender	Teachers	Budget Technology Fund	August - May	Computer Attendance reports

7. Mandatory contact for students who are absent for two consecutive days without contact.	Principal/ MS Secretary	Budget= Postage/phone	August - May	Daily attendance reports
8. Final Exam exemption policy (based on classroom guidelines and expectations and students in HS courses such as Spanish I, etc.)	Principal / Teachers	Activity / Local Funds	Each Semester	Number of exempt students
9. Educate parents and students regarding attendance laws and requirements	Principal / Secretary	Student Handbook / Compulsory Attendance Laws	August - May	Number of warning letters sent home
<b>Performance Objective 4:</b> <i>CMS will initiate the development of a scope and sequence in the MS curriculum for all student populations and sub-groups.</i>				
<b>STRATEGIES</b>	<b>PERSON(s) RESPONSIBLE</b>	<b>RESOURCES</b>	<b>TIMELINE</b>	<b>EVALUATION</b>
1. Utilize TEKS to meet the needs of all student population in grades 6-8	Teachers	NA	Daily	Lesson Plans/Documentation
2. Teachers will document TEKS in lesson plan	Teachers	NA	Daily	Lesson plans
3. GT strategies will be incorporated into lesson plans	Teachers	NA	Weekly	Lesson plans
4. On-going assessment of at-risk students in math & reading	School Counselor /CORE TEAMS Teachers	Cost of assessment	6 weeks	Lesson plans / walk-thrus / Progress reports
5. MS will continue ESL immersion strategies for identified LEP students w/ assistance from ESL instructor	Principal/Spanish teacher /ELAR Teachers / Director of Sp. Programs	Reg. VII / ESL Training ESL state-adopted books	Daily	Lesson plans / walk-thrus / Progress reports

6. 8th graders will be provided w/ career surveys; Career Cruising; Explore Test	School Counselor / 8th grade History teacher	Career/Tech Fund	Sept. 2024 April 2025	Student surveys Curriculum completion
7. Foundation programs of HS will be introduced ie: TOP CAT Rallies / "Pathways"	School Counselor/ Teachers / TEAMS Teachers	NA	Each Six Weeks	Student input / Pre-registration for High School
8. Investigate the possibility of using PLC-type department/grade level meetings to discuss student progress based on data.	Principal / School Counselor / Teachers	NA	Weekly	Staff Time/ Staff Feedback

<b>Performance Objective 5:</b> Cayuga I.S.D. will continue an updated technology plan.				
<b>STRATEGIES</b>	<b>PERSON(S) RESPONSIBLE</b>	<b>RESOURCES</b>	<b>TIMELINE</b>	<b>EVALUATION</b>
1. Purchase additional software, including training ie: Learning Farm; Edgenuity,etc.	School Board/ Teachers/ Technology Director	Tech Budget	Fall '24	Evaluation of software Evaluation of training
2. Continue Ascender for grades and attendance	Teachers	Tech Budget	Daily	Grade reports
3. Update Internet User Agreement	Technology Director/ Technology Committee	NA	Fall '24	Agreement
4. Star Charts evaluated & completed	Teachers / Technology Director	NA	Nov. '24	STAR Charts
5. Input with the Technology Plan	Teachers	NA	Sept. '24	Technology Plan
6. Integrate technology w/in curriculum using intelliboards; chromebooks; projectors and Elmos	Teachers	NA	Weekly	Lesson Plans

7. Purchase technology equipment for classrooms ie: tablets; laptops; mobile computer lab and mobile cart tablets; chromebooks; headphones	School Board/ Technology Director	Budget	2024—2025	Needs assessment
8. Purchase & update computers for teachers and computer labs ie: STAAR testing	School Board/ Technology Director	Tech Budget	2024—2025	Computer updates
9. Continue to use online learning platforms to meet the need for on-line learning due to the pandemic and meet the need of remote learners	Director of Technology / Teachers	Tech Budget	2024-2025	Student Email & Google Classroom - Learning Management System (LMS)
10. Purchase of mice and headphones for online testing.	Director of Technology / Director of Special Populations	Tech Budget	September 2024	Computer Updates
11. Continue the goal of meeting 1:1 for student use of chromebooks / Chromebook cart for each classroom	Director of Technology / Director of Special Populations	Tech Budget	September 2024	Computer Updates

**Performance Objective 6:** *CMS will design a coherent sequence of courses to meet student needs by narrowing the gap between regular and special population students.*

STRATEGIES	PERSON(S) RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION
1. Utilize & document pre-referral intervention team and process prior to special education referral by completing CORE team packet.	CORE Team / School Counselor / Principal/Director of Sp. Programs	NA	Sept. '24-May '25	Intervention assistance team meeting student needs resulting in appropriate referrals
2. Provide timely diagnostic services for MS students whereby students are ID, evaluated, and served as needed throughout the school year as deemed appropriate by the ARD.	School Board / Sp. Ed. Teacher/Diagnostician / Teachers / Director of Sp. Programs	Anderson County Sp. Ed. Coop Budget	2024-2025	Students being ID and needs being met

3. Students with disabilities will be included in state and district-wide assessments with the STAAR-online and STAAR-Alt 2.	ARD Committee / Director of Sp. Programs	NA	March & April '25	Performance on STAAR tests
4. Schedule conferences once a six weeks between sp. ed. and reg. ed. teachers, as needed regarding student progress	Sp. Ed. Teachers / Principal / Director of Sp. Programs	NA	Every six weeks	Teacher conferences
5. Mail progress reports home to parents with students in special programs	Sp. Ed. Teacher / Life Skills Teacher	Cost of postage	Each six weeks	Progress reports
6. Utilize services provided for content mastery classes for sp. ed.	Sp. Education Teacher / Sp. Ed. Paraprofessionals	Sp. Ed. Budget/Salary/Supplies	2024-2025	Implementation of program
7. Staff training in serving students with special needs. i.e.: CPI Training; RTI Training, Dyslexia, 504 guidelines, developing appropriate IEPs, making LRE / FAPE decisions, research-based, MTSS instructional strategies	Teachers / Director of Sp. Programs / Dyslexia Coordinator	Budget/Staff Training	Back to School yearly training / ongoing	Evaluation of Workshops / Implementation of strategies/ Share with colleagues
8. Engage Special Education, 504, and students in Dyslexia in curriculum-specific programs to ensure success in areas students qualify in as stated in their IEPs.	Teachers / Director of Sp. Programs / Dyslexia Coordinator	Texas COVID Learning Acceleration Supports (TCLAS)	Back to School Yearly Training / ongoing	Testing Results
9. Review of students in 504 and in Dyslexia	Teachers / Director of Sp. Programs / Dyslexia Coordinator	Local	2024-2025	Teacher meetings / review of records/placement, interventions and progress
10. Review of / Added inclusion support for students in CORE classes	Principal / Director of Sp. Programs / Sp. Ed. Coordinator / School Bd.	Sp. Ed. Budget	Aug. 2024-May 2025	Teacher meetings / review of records/placement, interventions and progress

**Performance Objective 6.A:** *CMS will maintain an orientation program for new and beginning teachers to Cayuga Middle School.*

STRATEGIES	PERSON(s) RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION
1. Continue Mentor System for new and beginning teachers	Principal/ School Counselor/ CORE (Dept.) Heads / Assigned Mentor Teacher	Local	2024-2025	Annually / Each Year
2. Continue orientation meeting at the beginning of each school year	Principal/ Campus Administrators	Anderson County Sp. Ed. Coop Budget	2024-2025	Annually / Each Year
3. Provide Teacher Handbook / T-TESS training to new/beginning teachers.	Principal/ Campus Administrators	Local	2024-2025	Annually / Each Year

**Performance Objective 7:** *CMS will provide construction of facilities needed to insure continuation of a quality middle school program.*

STRATEGIES	PERSON(s) RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION
1. Address an appropriate media center that meets student need and state requirements for 21st century learning.	School Board/Superintendent	Budget	2024-2025	Facility Report / Library/Media-Centre requirements
2. Conduct a facilities study on new construction and/or remodeling	School Board / Superintendent /Community / Faculty	Budget	2024-2025	Facility Needs Assessment
3. Review facilities to see if areas, programs (robotics, etc.) or space needs to be allocated and/or reviewed	School Board / Superintendent /Community / Faculty	Budget	2024-2025	Facility Needs Assessment

<b>Performance Objective 8:</b> <i>CMS will maintain a safe and drug-free school environment by implementing strategies to enhance self-esteem and responsibilities in today's society.</i>				
1. Provide appropriate drug awareness and education programs. Ie: Red Ribbon Week; Drug dogs on campus / STUCO planned activities	Principal / <b>School Counselor</b>	Budget Title IV	Monthly Sept. 2024 October 2025	Class participation / office referrals
2. Enforce Student Code of Conduct	Principal/ Staff	NA	Daily	Improvement of discipline /Office Referrals
3. Practice Response and Contingency Safety Plans Ie: Building Evacuation; Site-Evac. Etc.; Bus Safety Drills, Shelter-in-place, & video training	Staff	NA	Monthly Sept. '24	Evaluation from Reg.VII and staff
4. Continue EOP / Senate Bill 11 (Emergency Operations Plan)	Administration / Technology Director / EOP Coordinator	NA	Ongoing	Completion & Evaluation of EOP
5. Continue programs to enhance self-esteem ie: TOP CATs; Peer Mediation; VIPS; Freedom Week; Student of the Day; STUCO; Enjoy the Journey / KINDNESS Campaign	Principal/ Staff/ STUCO Sponsor	Activity Fund Budget	Daily	Student surveys Student Participation Feedback from students & Parents Decrease of office referrals
6. Provide an effective Bullying Prevention Program	<b>School Counselor</b>	Title IV Fund	Monthly	Comparison of Bullying Reports Discipline reports
7. Continue security cameras	School Board / Technology Director	None	All year	Feedback from staff Assistance w/ school safety issues
8. Use of Yearly Theme "Enjoy the Journey" to promote PBA and a positive campus culture among students and staff with common goals, and language	Principal / Dean of Students	Activity Fund	2024-2025	Student Participation Feedback from students & Parents Decrease of office referrals

9. Addition of the “Worth the Wait” Program to provide SEL support for all MS students, including a parent meeting to provide the opportunity for parent and stakeholder communication	Principal / School Counselor	Activity Fund	September / Yearly	Student Participation/ Feedback from students & Parents & stakeholders Decrease of office referrals
10. Implementation of “CAT CORNER” as a tool for peer mediation	Principal / Teachers	N/A	Ongoing	Decrease of office referrals
11. Implement emergency operations plan	Principals / Teachers / Staff	Local	2024-2025	Annual updates
12. Maintaining weekly door / security checks as required by TEA	Superintendent / Principal / EOP coordinator	N/A	2024-2025	Review of door checks / copies to EOP coordinator

**Performance Objective 9:** *CMS will improve communication system-wide, provide input from staff on appropriate staff development and school needs.*

STRATEGIES	PERSON(S) RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION
1. Conduct a needs survey w/ staff regarding professional development to enhance curriculum needs	Principal/ Staff	NA	2024-2025	Needs Assessment Instrument
2. Earn-off days continue to enable staff to attend subject-related training	School Board	NA	Summer '25	Teacher evaluations Colleagues sharing w/ others
3. Continue T-TESS ( appraisal instrument) and teacher walk-throughs	Principal / Teachers	DMAC – Region VII	All year	Teacher T-TESS evaluation forms / walk-thrus
4. Required 30 GT hours for academic teachers and 6 hrs update yearly	Principal / Teachers	Cost of GT Training Reg. VII	Aug. '24	GT Training completion & evaluations



5. Vertical teams will continue and time provided for teachers to meet curriculum requirements	Principal / Teachers	Substitutes hired Budget	Aug. '24	Minutes from vertical teams
6. CAT Team will serve as liaison to staff and provide input on staff needs/staff development	Principal/ School Counselor / CAT Team	NA	Quarterly	Teacher Input
7. Keep up to date on STAAR realignment / provide staff development that will improve instruction, understand STAAR accountability, and help to emphasize ELAR (all levels), Social Studies, and Special Education	Superintendent / Principals / Teachers (All levels) / Texting Coordinator / Director of Special Populations	Staff time, local funds  Title I, II, and V	2024-2025	Documentation of staff development distributed and attendance records, formal evaluation data

**Performance Objective 10:** *CMS will communicate effectively with students, parents, and community in an effort to improve stakeholder participation, develop a learner-center community, and contribute to the overall improvement of the school.*

STRATEGIES	PERSON(S) RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION
1. Students will receive 3 week reports & 6 week report cards, which will be returned and signed by parents.	Principal / Students	NA	Every 3 weeks & every 6 weeks	Progress Reports and Report cards
2. Continue to make phone calls to parents of students who are absent from school	MS Secretary	NA	Daily	Attendance requirements
3. Contact parents of students failing at 3rd weeks and/or 6th week grading periods	Teachers	NA	Every 3 weeks & every 6 weeks	Conference logs / Progress reports
4. School Happenings / Social Media with CMS Facebook Page / REMIND / Instagram	Principal / Teachers	NA	Weekly	Feedback from community

5. Parent Volunteers established	Principal / School Counselor	NA	Monthly	Parent Surveys / Evaluations
6. MS Orientation for 5th graders	School Counselor/ CORE Teachers/ ES & MS Principals / Parents	NA	Yearly / March	5th grade participation / input
7. Provide Parent Portal for parents to view student progress /attendance (through school website) that fosters stakeholder participation	School Board / Director of Technology / Teachers	Budget	All year	Feedback from parents
8. Student Portal training with Technology director during Masters Period for all MS students	Director of Technology / Teachers	N/A	Yearly / September	Feedback from students and teachers
9. Maintain effective, two-way communication through an updated CMS Facebook page / school website to inform parents, community members, and stakeholders of student activities and school events.	Principal / Director of Technology	Local	2024-2025	Feedback from parents

*\*NOTE: Items highlighted are proposed*