



**McAnally Intermediate School
Campus Improvement Plan
2014-2015**

McAnally Intermediate School Campus Improvement Plan Committee 2014

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McAnally Intermediate School Mission Statement

The mission of McAnally Intermediate School is to respect and revere individuality with a goal of reaching each child's potential. Our purpose is to build a strong academic foundation for all students allowing them to communicate effectively and contribute responsibly throughout their life-long learning experience.

McAnally Intermediate School Motto Statement

“Great Expectations ... Great Rewards”

McAnally Intermediate School Budget Amounts

Title I - \$1629

Title II - \$7311

Title III - \$13126

Function 11 (FNC 11) Instructional - \$27440

Function 12 (FNC 12) Library - \$5800

Function 13 (FNC 13) Staff Development - \$2500

Function 31 (FNC 31) Counselor - \$600

**McAnally Intermediate School
Comprehensive Needs Assessment
2014-2015 School Year**

Demographics

Narrative:

McAnally Intermediate School is a 5th & 6th grade campus in Aledo, Texas. McAnally has approximately 800 students enrolled for the 2014-2015 school year. The student population is 84% white, 11% Hispanic students, 1% African-American students, 1% Native American, 1% Asian students, 2% two races or more. The percentage of students receiving special education services is 7%, while 1.5% of the student population receives ESL services.

An additional benefit for McAnally Intermediate is the merging of four elementary campuses into one campus. New relationships are formed and a smooth transition is appropriately planned. McAnally fosters an environment where students feel safe which is reflected in high attendance and participation rates. The Great Expectations program is used to teach and model mutual respect, which is reflected in the low number of discipline referrals.

In August of 2014, McAnally Intermediate School gathered 2013-2014 data from many sources and used the data in developing the comprehensive needs assessment. With an increase in ethnic diversity, we will focus on cultural awareness and sensitivity. We will also, focus on math, reading comprehension and literacy among our at-risk students.

Strengths:

- McAnally Intermediate creates an atmosphere of safety for all students.
- Attendance rate reflects the students' desire to be at school and participate in school activities.
- Four elementary campuses merge into McAnally, a 5th & 6th grade campus, where new relationships are encouraged.
- Staff creates an environment of mutual respect that enhances a successful transition.
- The Great Expectation methodology at McAnally develops student leaders and builds character.

Needs:

- McAnally will have to adjust to a higher student/teacher ratio this school year (5th = 23-24:1; 6th = 28:1).
- Due to increase in minority population, greater sensitivity and awareness will be given to cultural diversity.
- Implement strategies to increase the success of our economically disadvantaged and ESL students in the area of math, literacy and reading comprehension.

School Context & Organization

Narrative:

McAnally Intermediate School is the only 5th & 6th grade campus in Aledo ISD. All school decision-making efforts are a coordinated effort involving a Site-Based Committee which is comprised of parents, teachers, and administrators, a Leadership Committee made up of teachers and administrators, and other specific departmental committees. Teachers play a vital role in the selection and implementation of curriculum, instruction, and appropriate assessments with the ultimate goal of enhanced student achievement.

McAnally students are provided extracurricular activities through U.I.L., Whiz Quiz, Spelling and Geography Bees, Military Kids Club, Book and Technology Fairs, Art Show, Advocats' Run, Choir Programs, Students With A Purpose (SWAP), all to enhance personal and social growth.

Multiple communication methods between staff and parents include "Parent Link" phone system, school website, School Fusion, school telephones, teacher newsletters, school e-mail, campus marquee, McAnally Facebook page, Instagram, Parent Portal, and hard copy information. This complete communication system provides a networking tool for the development of a successful campus.

Strengths:

- **Staff is willing to serve and facilitate all endeavors which insure student achievement.**
- **Extracurricular activities are provided to further academic and social development.**
- **Staff and parents are actively involved in student success.**
- **Multiple methods of communication are provided between parents and staff.**

Needs:

- **Additional staff is needed to provide academic support in building a strong learning environment with the ultimate goal of increasing student achievement.**
- **Community partners are needed to further social development of our students.**
- **More space, parking, storage, and classrooms are needed.**

Student Achievement

Narrative:

At McAnally Intermediate School, student achievement is a shared academic priority for all stakeholders. Instructional staff displays a vested interest in creating a highly valued academic foundation for all students. Students are provided with in-school and after school tutorials, intensive interventions, varied on-going assessments, and differentiated instructional strategies. Teachers identify students learning styles and teach to those strengths.

Areas identified for improvement include closing the achievement gap with economically disadvantaged, Hispanic and Special Ed. students as well as increasing student's responsibility regarding completion of homework. In addition, opportunities will be provided to support student's social and emotional needs and increase effort to ensure a safe and orderly environment.

Strengths:

- **Student intervention opportunities including in-class instructional strategies, pull-out programs and after-school tutorials**
- **Overall student progress in all academic areas**
- **Staff highly involved in student achievement**
- **Family involvement in student academic endeavors**
- **A outstanding system of coordinated services including counseling and related resources**

Needs:

- **Close achievement gap in economically disadvantaged students, Hispanic, Special Ed., and LEP students**
- **Increase student responsibility regarding completion of homework**
- **Provide additional opportunities to meet student's social and emotional needs**
- **Increase efforts to ensure a safe and orderly environment**

Curriculum, Instruction & Assessment

Narrative:

McAnally Intermediate’s instructional staff has identified several areas of strengths and weaknesses within curriculum and instruction to address for the coming year. The instructional staff has a great strength in their ability to collaborate and use district resources to create TEKS based instruction utilizing assessment data. The campus will focus on increasing cross curricular activities, Thinking Maps, implementing the Fundamental Five in the classroom, writing, hands-on lessons, technology, and differentiated instruction to improve student success on S.T.A.A.R. and in all content areas. Data resources reviewed in identifying curriculum and instructional needs include state standards (TEKS), content and technology sections of the campus plan, student achievement data, AISD strategic plan for technology, and district benchmarking information.

Strengths:

- **Using existing data to drive instruction**
- **Access to district database with curriculum resources**
- **Staff collaboration to develop effective TEKS-based instruction**
- **Staff regular develops/designs curriculum to meet students’ instructional needs**
- **Specific remediation provided for all students utilizing most current instructional data**
- **All subject curriculum aligned to state standards**
- **Focus on formative assessments, as opposed to summative assessments, such as S.T.A.A.R. testing and benchmarks, to drive standards**

Needs:

- **Vertical alignment of all core subjects**
- **Increased focus on differentiated instruction**
- **Increased focus on research-based enrichment**
- **Increased focus on intervention in all content areas**
- **Support provided for sub-group students to ensure academic success and improvement in all subject areas**
- **Increase math and literacy reinforcement in science and social studies**
- **Increase writing activities across the curriculum**
- **Utilize technology resources to provide more interactive, hands-on learning for all subjects**

- **Increase rigor to match the standards of S.T.A.A.R.**
- **Utilize technology resources to provide more interactive, hands-on learning for all subjects**
- **Increase rigor to match the standards of S.T.A.A.R.**

School Culture & Climate

Narrative:

McAnally encourages a climate where faculty, students and parents work together to create an environment of mutual respect. Through this relationship, students develop lifelong leadership skills that will enable them to become the best that they can be.

Strengths:

- **Safe, drug free environment that implements preventative education on aggression, sexual harassment, bullying and student responsibilities**
- **Leadership and character education, Great Expectations**
- **Celebrating students' achievement efforts through daily announcements and "Celebration Fridays"**
- **Encouragement of parents/family support of students – Heritage Day, Spelling and Geography Bees, Whiz Quiz competition, Parent Volunteer program, Art Shows, Band and Music programs, Watchdogs, etc.**
- **Communication: parent portal, e-mail, newsletters, McAnally Facebook and Instagram pages, School Fusion website, Progress Reports, and Report Cards**
- **Systematic, on-going, professional development designed in-house to meet teachers' and students' needs**

Needs:

- **Improve cleanliness of common areas and restrooms**
- **Closely monitor absences and tardies**

Technology

Narrative:

McAnally Intermediate School provides a variety of different opportunities for technology to be utilized in the classroom. Students attend Technology class one class period per week. A major focus is to introduce the students to current computer skills integrated with core curriculum subjects and prepare them for the future. Campus staff is open to Technology training to update skills and knowledge of current technology as well as acquired new technology for their classroom. While teachers have access to computer labs, our campus vision is to have a lower student to computer ratio; in addition, more required technology training specific to core curriculum needs to meet state TEKS. By creating a campus based technology committee, our campus would be able to focus on meeting our vision.

Strengths:

- **Classrooms are 100% SMART board integrated**
- **Technology Class is provided to all students to promote the use of computer applications and internet research**
- **Library is equipped with computer workstations, and multimedia technology and staffed by a media specialist**
- **Distance learning cart to enhance student learning and provide real world examples**
- **Successmaker Lab is used to identify learning needs, provide corrective feedback, and accelerate the learning of students**
- **Campus and classroom Webpages (School Fusion) are available to communicate to the staff and community**
- **Provide Staff Development in technology for teachers and staff**
- **Student Internet access for BYOD (Bring Your Own Device)**
- **Cloud storage for teachers**
- **Increased number of mobile devices for students**

Needs:

- **Additional required technology training to meet state standard and prepare students for future**
- **Current/Updated software and Superior video production and editing equipment and software**
- **Lower the student to device ratio (1:1 device/Student)**
- **Campus based Technology Committee/Plan**
- **Video Streaming into classroom via campus and or district**
- **Greater emphasis on Technology Applications TEKS integrated into core curriculum**

- **Gain resources to prepare for new technology TEKS**
- **Cloud storage for students**
- **Mobile devices for all teachers (1:1 device/teacher)**
- **Stronger network infrastructure**

Family & Community Involvement

Narrative:

McAnally has a high level of parent and community involvement which has proven very beneficial to student success. Parents have many opportunities to be involved in their child’s education. Efforts to better include working and non-English speaking parents are needed.

Strengths:

- **Parents and families support students’ academic endeavors through volunteering in library, classrooms, and office**
- **Survey results are discussed with campus staff for making improvements in parent/family involvement opportunities**
- **Campus Counselor works with teachers to determine student needs to be serviced by community agencies**
- **Local businesses are utilized for Career related field trips and mentoring opportunities**
- **School provides numerous opportunities to involve parents and families in campus activities and programs, such as Heritage Day, Passport Camp, Fun Day, and our “Watch Dog” program with fathers**
- **McAnally makes use of the AISD website, school fusion, and other social media outlets to inform parents of opportunities to be involved**

Needs:

- **Strengthen efforts to include parents from underrepresented student populations in school events and decision-making**
- **Parents of persistently tardy and absent students, along with students who are frequently dismissed early, need education and support to understand the importance of protecting students’ instructional time**
- **Continue to educate parents about resources available to them and their students through school services such as AdvoCats Clothes Closet, Center of Hope, Free Immunization Clinics and other community agencies**
- **Use technology to communicate services that are offered for students via our website and school fusion pages**
 - **The use of commonly used social media sites such as Facebook, Instagram, Twitter to communicate opportunities for involvement**

- **Utilize an app for smartphones/iPads for parental communication**
- **Utilize a school wide texting system to provide instant communication to parents/students**

Staff Quality, Recruitment & Retention

Narrative:

McAnally Intermediate School staff has developed a professional learning community that collaborates regularly to share ideas and plan instruction. Teams focus on best practices and attend professional development based upon student needs. Emphasis on highly qualified staff, frequent monitoring of student progress and professional development participation contribute to a high level of student achievement.

Strengths:

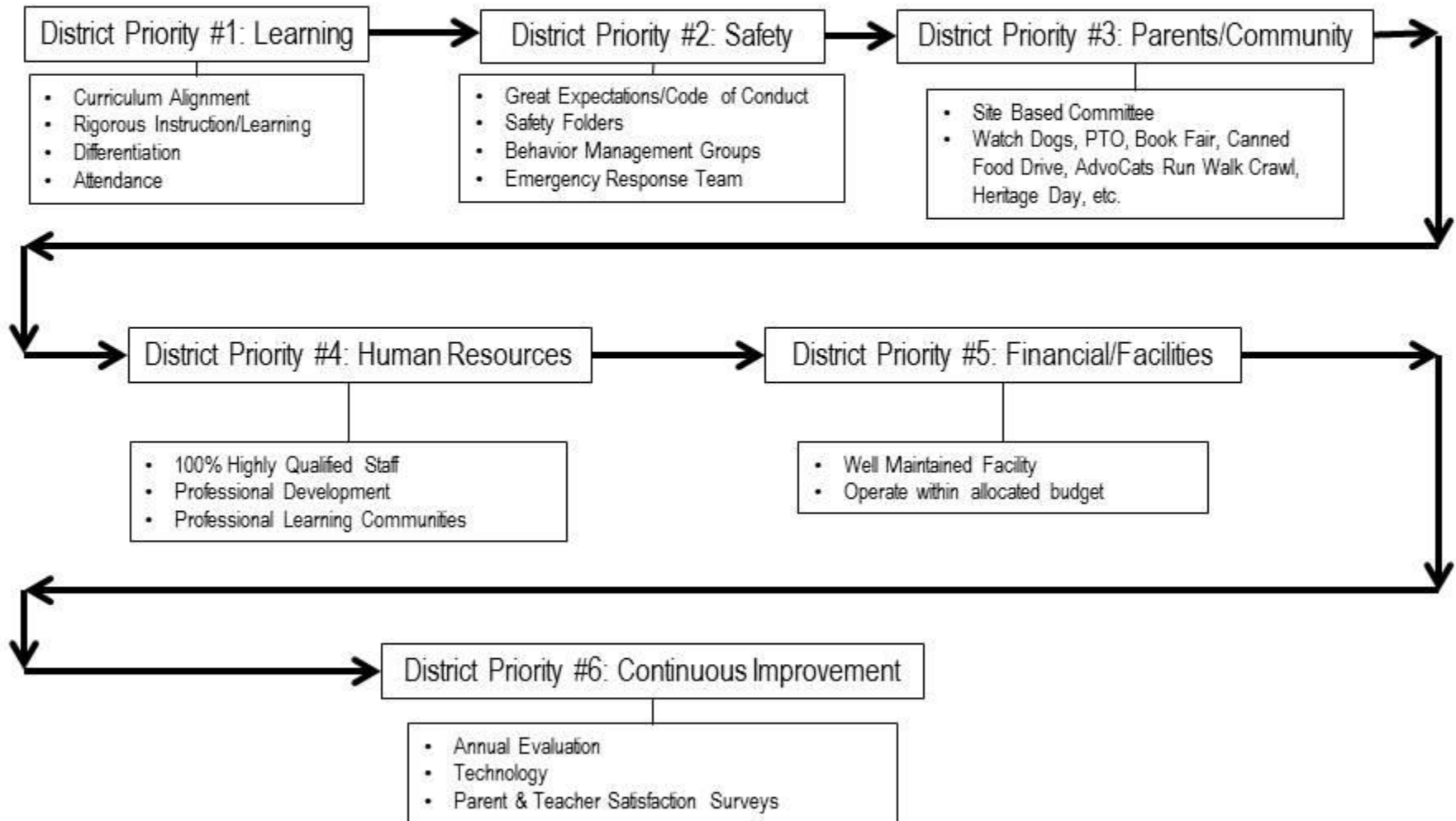
- **All staff are highly qualified according to state/federal requirements and status is monitored annually**
- **Frequent review of student achievement through classroom performance, progress reports, report cards, and non-mastery lists, etc.**
- **Professional Development provided to develop new ideas to promote student success**
- **All teachers are certified ESL or working toward ESL certification**
- **Professional Development is encouraged and supported throughout the year and information gained from Professional Development is shared with staff; PDAS training; TBSI training**
- **AISD Strategic Plan is shared with and implemented by staff**
- **Mentoring for teachers assigned to new subject or team assignments**

Needs:

- **Technology readily available in the classroom**
- **Continue technology training**
- **Professional development updates**
- **Core subjects vertically aligned**
- **Integration of curriculum**
- **Develop instructional strategies to accommodate larger class size and increase in number of students per team**
- **Decrease student teacher ratio to increase student success**

McAnally Campus Plan

2014-2015



District Priority #1: Learning – The District will provide an aligned, rigorous curriculum, with instructional and technology programs preparing students to meet or exceed all educational standards.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1.1 McAnally will align all core curriculum (Math, Language Arts, Science, Social Studies) based upon data to reflect appropriate rigor to maximize student success.	Campus Administration, Campus Staff, Campus Specialists	Eduphoria, iStation, Think Through Math, TALA, Teacher Created Materials, Stem Scopes, Thinking Maps	2014-2015	Lesson Plans, Scope and Sequence, ELPS, Benchmarks	STAAR Results/AMAO, Lesson Plans, Content Assessment, Grade Book, Mastery Assessments, Gold Performance	PD CNA A C PBMAS
1.2 McAnally course offerings will be diverse, rigorous, and will implement instructional strategies to meet students' needs and prepare them to be successful in a competitive global society.	Campus Administration, Campus Staff, Technology Personnel, GT Staff, ESL Specialist, Remediation Specialist, Dyslexia Teacher	Title I (\$1629), Title II (\$7311), Local Funds Fundamental Five	2014-2015	Master Schedule, Departmental Meetings, STAAR Results, TAPR Report	STAAR Results/AMAO, Distinction Designation, Federal Report Card	A, CNA HQ
1.3 McAnally will identify and implement an appropriate set of effective instructional strategies utilizing the full integration of existing technology by staff and students.	Campus Administration, Campus Staff, Technology Specialist, Instructional Technology Specialist, Special Education Teachers and Staff, Remediation Specialist	Classroom Technology Collaboration, Smart Board, Mini iPads, Bring Your Own Device	2014-2015	RTI Campus Documentation, Progress Monitoring Data, Professional Development, Lesson Plans, Computer Lab Log, Fitness Gram	Lesson Plans, Tutoring Logs, STAAR Results/AMAO, TELPAS Reports, Report Cards	PD C CNA
1.4 McAnally will provide a variety of co-curricular/extracurricular activities for enrichment with a high level of student participation	Campus Administration, Campus Teachers, Band/Choir Teacher, UIL Coaches, Spelling/Geography Coaches. Book Club Sponsor, Whiz Quiz Sponsor	Local Funds	2014-2015	Enrollment Numbers, Participation Options, Band, Choir, Whiz Quiz, Geography Bee, Spelling Bee, U.I.L., Student Leader Program, Academic Field trips	Academic and UIL Achievements, Enrollment Numbers for Activities, Performance Results	A
1.5 McAnally will provide differentiated lessons to meet the diverse learning needs of all learners such as LEP, Homeless/Migrant, 504, Special Ed, GT, Economically Disadvantaged, Hispanic, African-American, Asian/Pacific Islander, and Caucasian	Campus Administration, Campus Staff, 504 Coordinator, Special Education Coordinator, Counselor, ZAP Teachers, Saturday School Teachers, GT Teacher, RTI Teams, Dyslexia Teacher	Title I (\$1629), Title II (\$7311), Local Funds, Staff Development	2014-2015	RTI Documents, GT Differentiation Forms, Progress Monitoring Data, ARD Minutes, 504 Minutes, Dyslexia Service Log	STAAR Results/AMAO, TELPAS Results, RTI Documentation, Classroom Performance, Report Cards, Distinction Designation	CNA HQ PD A PBMAS

Title I Schoolwide Components: CNA = Comprehensive Needs Assessment, RS = Reform Strategies, HQ = Highly Qualified Staff, PD = Professional Development, R/R = Recruitment and Retention, PI = Parent Involvement, T = Transition, A = Teacher Involvement in Assessment, M = Assistance for Mastery, C = Coordinate Programs

Assessment: TAPR = Texas Academic Progress Report, AYP = Adequate Yearly Progress, PBMAS = Performance Based Monitoring Analysis System, SPP = State Performance Plan, STAAR = State of Texas Assessments of Academic Readiness, AMAO = Annual Measurable Achievement Objectives, TELPAS = Texas English Language Proficiency Assessment System, LAT = Linguistically Accommodated Testing

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Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1.6 McAnally will monitor student attendance and achieve a 97% (Distinction Designation) or higher attendance rate by monitoring student attendance utilizing interventions and incentives to those at-risk attendance students.	Campus Administration, PEIMS Clerk, Counselor, Campus Teachers	Gradebook, PEIMS Data, Counselor Data	2014-2015	PEIMS Data, Parent Contact Logs, Minutes from Attendance Committee	Daily Attendance, Campus Attendance Rate at 97% or higher, Distinction Designation	PD CNA A C
1.7 McAnally will increase student academic achievement of 5 th & 6 th grade students in Reading, Science, and Math skills for all students to reach mastery and Distinction Designation achievements.	Campus Administration, Campus Staff, Remediation Specialist	Textbook, TEKS Aligned Teacher Created Assignments, Success Maker, Supplemental Materials, Bell Work, Tutorial Groups, Thinking Maps, Fundamental Five	2014-2015	Lesson Plans, Success Maker Class Rosters, Tutoring Logs, Summer School Program	STAAR Results/AMAO, TELPAS Results, Objective Mastery Reports, Success Maker Reports, Report Card Grades, Improved Mastery of TEKS, Distinction Designation	A CNA HQ PBMAS
1.8 McAnally will increase student performance in Science, Social Studies and Writing for all students to reach mastery.	Campus Administration, Campus Staff, Remediation Specialist	Textbook, Loose in the Lab, Computer Lab Lessons, History Alive, Hungry Planet, Learning.com, Stem Scopes, Fundamental5	2014-2015	Lesson Plans, Computer Lab Logs, Tutoring Logs	Report Card Grades, Improved Mastery of TEKS	PD C CNA
1.9 McAnally will identify, organize and implement remediation for students performing below mastery level.	Campus Administration, Campus Staff, Remediation Specialist, RTI Committee, ARD Committee, 504 Committee	Eduphoria, ELA/Math Lab, Gradebook, Thinking Maps	2014-2015	ELA/Math Lab Class Rosters, RTI Committee Minutes, ARD Conference Minutes, 504 Committee Minutes	Improved Mastery Reports, Report Card Grades, iStation/Think Through Math Reports, STAAR Results/AMAO, Tutorial Log	A
1.10 McAnally will ensure ESL students make a year's growth or better on the TELPAS Listening, Speaking, Reading and Writing portions of the test and successfully master the STAAR test.	Campus Administration, Campus ESL Teachers	Rosetta Stone, Teacher Created Materials, ELPS, TEKS, ELA/Math Lab, Thinking Maps, Fundamental 5	2014-2015	ESL Tutoring Logs, Lesson Plans, ELPS Integrated into every Lesson Plan, Summer School Program, Small group interventions	TELPAS Score Results, Report Card Grades, STAAR Results/AMAO	CNA HQ PD A PBMAS

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Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1.11 McAnally will ensure compliance for all Special Ed Students in the areas of pre-referral process, continuous transition, related services, eligibility process, re-evaluation process, least restrictive environment, teacher notification of modifications, assessment and services information, and student mastery of 70% objectives on IEP goals.	Campus Administration, Diagnostician, Special Education Staff, Campus Teachers	Grade Level Curriculum, Teacher Scaffold Materials, IEP, Transition Questionnaire & Interview	2014-2015	Class Schedules, ARD Minutes, Implementation of ARD Modifications	Students Reaching Set Goals as Established by the ARD Committee	CNA M C T A

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District Priority #2: Safety – The District will maintain a safe and orderly environment.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
2.1 McAnally will communicate to students and parents the code of conduct expectations, including all safety procedures to enhance safety response to all emergency situations.	Campus Administration, Counselor, Campus Teachers,	Code of Conduct, Crisis Management Plan	2014-2015	Parent acknowledgement of receipt of Code of Conduct and safety procedures, Security Camera	Orderly Emergency Drills, Security Camera, Parent Survey	A
2.2 McAnally will implement various programs to ensure a safe environment such as numbering exterior doors as per Safety and Security Audit, November 2013.	Campus Administration, Counselor, Campus Teachers	GE Lessons, Teacher Expectations, Code of Conduct, Crisis Management Plan, Character Ed. Lessons, Counselor Guidance Lessons, SHAC, CPI	August 2014	Lesson Plans, Reinforce Great Expectations, 7 Habits Leadership, McAnally Creed & Expectations, Safety Programs, Character Education	Discipline Referral Counts, Program Agendas for Great Expectations, 7 Habits, Safety Programs	A PD
2.3 McAnally employees and students will know and implement crisis management plan and be prepared to respond to an emergency situation at any time with emphasis on first response, evacuation, tornado, and lock down drills.	Campus Administration, Counselor, Campus Teachers	Crisis Management Plan, Aledo ISD Police Department, Aledo Fire Department Safety Folders	August 2014	Staff Meeting Agenda, Crisis Management Drills to maintenance	Drill Evaluation Forms	A
2.4 McAnally will provide behavior group management education on the topics of bullying, drug awareness, sexual harassment, respect, health/hygiene, fitness and online safety.	Campus Administration, Counselor, Campus Teachers	Aledo ISD Cybersmart Week Curriculum, Red Ribbon Week Materials, Great Expectations Materials, Counselor Guidance Lessons	2014- 2015	Behavior Management Group Meetings, Red Ribbon Week Agenda, Cybersmart Week Agenda, Leadership Lessons, Counselor Guidance Lessons	Discipline Referral Form Counts, Bullying Form Counts, Fitness Gram results	PD A
2.5 McAnally will implement an Emergency Response Team.	Campus Administrators, Counselor, Campus Teacher	McAnally Nurse, Crisis Management Plan, Safety Folders	August 2014	Team Meetings, Crisis Management Drills	Timing and fluency of emergency drills	A RS

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District Priority #3: Parents/Community – Parents and members of the community will have meaningful opportunities to participate in the educational processes of the Aledo ISD.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
3.1 McAnally will provide multiple platforms of communication to keep the community informed of opportunities to be involved in both campus and district events.	Campus Administration, Campus Staff, Campus Webmaster	Technology Department, Campus and District Websites, Parent Link System, School Fusion, Marquee, Community Newspaper, Facebook page, Remind 101, Instagram	2014-2015	Campus Website, Open House Sign In Sheet, Meet the Teacher Sign In Sheet, E-Mails, Parent Link Record, School Fusion, Parent Portal	Increased Parental Involvement, Parent Survey, Volunteer Lists	PI A
3.2 McAnally will provide multiple programs for parent/community involvement.	Campus Administration, Counselor, Campus Teachers	Local Funds, Watch Dog Materials, Mentors	2014-2015	SHAC, Site Based Committee, Office Volunteers, PTO Fundraiser, Field Trip Volunteers, Heritage Day, Rookie Camp, Book Fair, WATCHDOGS Community Service Efforts, Parent Portal, Recycling Green Team, Ink Cartridge Retrieval, Box Top collection	Increased Parent Involvement, Community Feedback, Parent Survey, Volunteer List, Percentage of Parent and Community Participation	PI A
3.3 McAnally will be involved with charitable organizations through community service events.	Campus Administration, Counselor, Campus Teachers, Parents, Students	Student Generated Contributions	2014-2015	School Calendar, Canned Food Drive, Center of Hope, AdvoCats Run Walk Crawl, Student fund-raisers for AISD families in crisis	Continued Local Support of the Community, Student Participation and Contributions	PI A
3.4 McAnally will continue to build positive relationships with AdvoCats, Center of Hope and PTO who support AISD related efforts.	Campus Administration, Counselor, Campus Staff	Fundraising Proceeds, Student Participation	2014-2015	School Calendar, Food Drives, Clothing Drives, PTO Fundraisers, Run Walk Crawl 5K	Continued Support of AdvoCats, Center of Hope, PTO, Benevolence Evidence for Students At-Risk, Fundraiser Proceeds, Contributions Proceeds	PI A

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Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
4.1 McAnally will maintain 100% fully certified and Highly Qualified staff throughout the campus.	Campus Administration	Title I (\$1629), Title II (\$7311), Local Funds	2014-2015	Campus Report, Personnel Records	NCLB Notification Letter	HQ A R/R
4.2 McAnally will create a consistent structure of professional development for all employees which includes a new teacher mentor program.	Campus Administration, Mentor Teachers	Local Funds	2014-2015	Calendar of Events, Sign In Sheets, Agendas, New Teacher Evaluations	New Teacher Survey, Teacher Turnover Rates, Exit Surveys	PD R/R
4.3 McAnally will continue to develop future instructional leaders through professional learning communities.	Campus Administration	Title I (\$1629), Title II (\$7311), Local Funds	2014-2015	Professional Development Calendar, Sign In Sheets, Agendas	Staff Development Evaluations	CNA R/R PD
4.4 McAnally will report annually to parents and community the status of our campus attaining the Highly Qualified Goal.	Campus Administration	Local Funds	2014-2015	NCLB Notification Letter	Principals Attestation, NCLB Compliance Report	HQ
4.5 McAnally will ensure that appropriate teachers are trained in PDAS, TBSI, RTI, Aledo Writing, TEKS Instruction, ESL Methodologies and Strategies, TELPAS Certification, ESL Certification, SIOP, ELPS, TRPI, 504, Homeless/Migrant, Dyslexia, CPI, DRA, Texas Reading Academies, GT, Smart Board, Classroom Response Systems and other technology trainings.	Campus Administration, Campus Teachers	Title I (\$1629) Title II (\$7311) Local Funds	2014-2015	Professional Development Records	Teacher Evaluations, Teacher Professional Development Certificates	CAN PD A HQ

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Assessment: TAPR = Texas Academic Progress Report, AYP = Adequate Yearly Progress, PBMAS = Performance Based Monitoring Analysis System, SPP = State Performance Plan, STAAR = State of Texas Assessments of Academic Readiness, AMAO = Annual Measurable Achievement Objectives, TELPAS = Texas English Language Proficiency Assessment System, LAT = Linguistically Accommodated Testing

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
5.1 McAnally will work with AISD Maintenance, Technology and Custodial staff to ensure a well maintained facility.	Campus Administration	Eduphoria	2014-2015	Work Orders, Purchase Orders, Custodial Records	Well Maintained School, Teacher Survey, Parent Survey	CNA C
5.2 McAnally will report to campus site based committee regarding budget information.	Campus Administration	Site Based Committee Membership	2014-2015	Site Based Committee Minutes	Site Based Meeting Minutes with Budget Recommendations	CNA PD C
5.3 McAnally will operate within its allocated budget and follow financial guidelines, procedures required by state and district.	Campus Administration	Budget Maintenance Data	2014-2015	Central Office Budget Data Personnel Records	School District Finance Report	CNA PD C

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District Priority #6 Continuous Improvement – The District shall establish systems and processes to evaluate organizational effectiveness and customer satisfaction.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
6.1 McAnally will annually evaluate the effectiveness of its curricular, co-curricular and extra-curricular programs	Campus Administration, Campus Teachers	Program Directors, UIL Coaches, Whiz Quiz Coaches, Teachers	2014-2015	Annual Evaluation, Teacher Input, Central Office Input, Site Based Meeting Minutes, Performance Results	STAAR Results/AMAO, Student Participation Percentages, Teacher Survey, Parent Survey, Student Performance	C A PI
6.2 McAnally will utilize technology to improve and automate internal services	Campus Administration	IT Department, Program Services, Auxiliary Services, Teachers	2014-2015	Parent Portal, AESOP, Work Orders, Purchase Orders, TxEIS, Website Requests, E-Mails, School Fusion, Google Drive	Increase in automated internal systems, Parent Survey, Teacher Survey	CNA A PD
6.3 McAnally will evaluate annual parent & teacher satisfaction surveys to develop improvement strategies.	Campus Administration, Campus Teachers	IT Department, Program Directors, Auxiliary Services	2014-2015	Survey Review Committee Meeting, Survey Submission	Faculty Meeting Agendas to verify results and Implement Improvement goals	PI

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