

# MILAM ELEMENTARY

## **Campus Improvement Plan**

2011/2012

*"Leading The Way"*

Date Reviewed: 09/26/11

Date Approved: 09/29/11

# MILAM ELEMENTARY

## **Mission**

*We, the staff of Ben Milam Elementary, are committed to developing and implementing strategies and techniques that insure optimum student performance and promote academic excellence. We further commit ourselves to be facilitators for children to reach their maximum potential in academia, as well as every day life activities.*

## **Vision**

*Milam Elementary's students will be self-motivated, productive lifelong learners, responsible to themselves, their families, and their community.*

### Nondiscrimination Notice

MILAM ELEMENTARY does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# MILAM ELEMENTARY Site Base

Name	Position
Acosta, Joe	Community Member
Arthur, Jill	Principal
Bale, Precious	Teacher/Parent
Barraza, Julie	Special Area Teacher
Costilla, Julie	PTA President/Parent
Decker, Becky	Teacher
Duncan, Brenda	Special Area Teacher
Furhmann, Valarie	Teacher
Garcia, Socorro	Assistant Principal
Keith, Dru	Teacher
Maurer, Dr. William	Central Office
Perez, Ivonne	Teacher
Schwartz, Melissa	Teacher
Terrier, Melinda	Teacher

# Resources

Resource	Source	Amount
Bilingual Education	Federal	\$23,931
IDEA Special Education	Federal	\$86,770
Title I	Federal	\$212,280
Local Funds	State	\$2,077,028
State Compensatory	State	\$70,176

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2011/2012 school year.)*

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

*Educating the Future!*



Midland Independent School District

615 W. Missouri Avenue  
Midland, Texas 79701-5092  
Main: 432.689.1000  
Fax: 432.689.1976  
[www.midlandisd.net](http://www.midlandisd.net)  
[ryder.warren@midlandisd.net](mailto:ryder.warren@midlandisd.net)

Ryder Warren, Ed.D.  
*Superintendent of Schools*

## 2011-2012 Goals Midland ISD

- MISD will support high academic standards.
- MISD will uniformly use effective instructional strategies.
- MISD will recruit, develop, and support highly motivated staff members who maximize student success.
- MISD will prepare technologically advanced students.
- MISD will provide facilities that support exemplary learning environments.
- MISD will fully develop positive partnerships with Midland's community and business organizations.
- MISD will exercise fiscal responsibility.

Approved by Board: August 9, 2011

Benjamin Rush Milam Elementary  
Comprehensive Needs Assessments  
2011-2012

2010-2011 data sources were reviewed to assess 2011-2012 campus needs. Resources reviewed by staff, parents, CIT members and CEIC members of campus needs included the 2011 TAKS results, TELPAS, AYP, Attendance Reports, Discipline Reports, and Parent Survey Results. The following areas will be addressed in the 2011-2012 Campus Improvement to improve the academic performance of Milam students.

- **Demographics:** The student demographics of Ben Milam are approximately 64% Hispanic, 31% African American, 4% White, and .01% other. 84% of the students are Economically Disadvantaged with approximately 50% being at-risk. 10% of the students are identified special education. 20% of the student population are LEP. There is a high number of homeless students on the campus. While attendance improved to 95.48% over 94.6% the previous year, 27% are chronically absent. Efforts will continue to be made to approve attendance. The campus will monitor academically fragile at-risk students closely providing interventions during the school day and after school tutorials as well as Saturday School.
- **Student Achievement:** Ben Milam was an Academically Acceptable campus for the 2010-2011 school year. While scores improved 10+% in all AEIS areas from 2010-2011, the subgroups of African American and Economically Disadvantaged still need to improve. Students show academic gaps in their achievement that need to be filled. A large number of fourth graders qualified for System 44. Milam will need 4 System 44 classes and 2 Read 180 classes to meet student needs in reading. This will require the two teachers to serve the students and provide other students reading intervention in the STAAR tested grade levels. TELPAS scores improved on the average, one rating in each test for the 2010-2011 year. TELPAS revealed students are not writing English at an Advanced High rating. Efforts will be made to improve writing proficiency of all students, all grade levels. Intervention will be offered during the school day and after school, as well as Saturday School. Reading, Math/Science, and Bilingual Coaches as well as an ESL teacher will provide coaching and planning for the teachers as well as provide student intervention and tutorials.

- **School Culture and Climate:** Staff members and parents reviewed the school culture and climate. Of the 127 returned and completed Parent Surveys, 95% rated the school a safe and improved learning environment. Discipline referrals have been cut by approximately 75%. The staff will continue to follow a uniform discipline program and established campus rules and guidelines. Milam is working on a safer drop off and pick up plan for students ensuring their safety. The campus will begin using the Raptor system to enter student who are tardy or checked out early from school.
- **Staff Quality, Recruitment, and Retention:** There was a reduction of 2 staff members as designated by the district for the 2011-2012 school year. Internal moves were made to fill 2 vacancies of teachers moving out of district. A late resignation left one position to be filled. The campus will add a PPCD class and a half Head Start half pre-k class. All Ben Milam teachers are highly qualified. A couple of teachers are new to their grade level, but will plan with colleagues, math, science, and reading coaches to insure that grade level TEKS are taught. New additions to the staff will complete district and campus planning and staff development to improve student achievement.
- **Curriculum, Instruction and Assessment:** District adopted initiatives have been implemented on the Ben Milam campus. Some of the programs have built in assessments. Student progress will be monitored with district assessments and benchmarks as well as common assessments in the areas of reading, science, math, and writing. Students will be monitored on an individual basis with attention on the academic fragile groups of African Americans and Economically Disadvantaged. Reading Wall Assessment meetings, Action Plan Meetings, and STAT meetings will be held regularly to monitor individual student achievement. District and campus specialists will provide modeling and planning for teachers in need of assistance. Campus staff development will include stressing the rigor and relevance of teaching the TEKS for STAAR accountability. STAAR practice materials will be provided students. Books will be purchased for students in the primary grades each six weeks. The books will provide students encouragement to build their own home library. Administrators will conduct frequent walk-throughs and observations to insure that high yield strategies are being implemented.
- **Family and Community Involvement:** Activities received well by parents and students that will be repeated in 2011-2012 include; Meet the Teacher, Family Math Night, Family College Night, Family Literacy Night, Family Story Time. On the parent survey, there were several comments about student performances. Efforts will be made to provide a couple of student performances throughout the year. The staff will work to keep parents informed as part of the decision making process and invite parents to be part of the Parent Involvement Committee, Volunteers, and CEIC. Efforts will be made to involve Foster Grandparents in our school as well as other community volunteers including Americorps, Community National Bank and

Junior Achievement. The PTA Board dissolved during the 2010-2011 year. The PTA will need to be reorganized, so a questionnaire will go home asking parents to please join and help Milam have a functioning PTA.

- **School Context and Organization:** Milam will work to keep parents informed as part of the decision making process. All schedules and duties are designed with student achievement and safety in mind. Grade level parent meetings will be scheduled to share the academic and social expectations for the year. Parents will be informed about the STAAR test replacing TAKS and differences between the two. The counselor will provide classroom social lessons and provide support services information to parents as requested or needed. In order to improve home school communications, students will use and take home a daily planner. Teachers will hold formal and informal conferences to discuss student progress. Parents will also receive instructions on how to utilize the district and campus websites including Gradespeed. Announcements will be sent home with students in English and Spanish as well as the use of School Links.
- **Technology:** Review of the district inventory shows Milam to be behind other campuses on classroom technology including the number of Smart Boards and document cameras available to teachers for the enhancement of instruction. As the district makes other technology available to campuses, Ben Milam needs to update as the budget allows. Students and teachers need to be competitive with others across the state and country by being provided more opportunities to use technology. Teacher will attend district technology training so all will be proficient on the district technology test making sure they are instructing students using the Technology TEKS.
- **SCE Funds:** Saturday School was an additional tutorial time during the 2011 semester. Due to test results improving, teachers, students, and parents felt it was worthwhile. SCE funding will be used to pay a portion of the supplemental pay for teachers tutoring on Saturdays.

# MILAM ELEMENTARY

**Goal 1.** Milam Elementary will support high academic standards.

- Objective 1.** Milam Students will reach high standards with 25% demonstrating performance at a commended level on state assessments in all core subject.
- Objective 2.** Milam students will meet or exceed state (STAAR) and federal standards (AYP) of at least 85% in the areas of reading, math, writing and science including the academically fragile groups; All Students, African Americans, Hispanic and Economically Disadvantaged and ELL's.
- Objective 3.** 100% of Milam students will be provided a positive, safe, and drug free learning environment while promoting character and healthy living lifestyles.
- Objective 4.** Milam students will improve fitness in K-6 Physical Education resulting in a 20% increase on the Fitnessgram and increase moderate to vigorous physical activity (MVPA) by 50%.

**Goal 2.** Milam Elementary will uniformly use effective instructional strategies.

- Objective 1.** Interventions will be provided to 100% of the students working below grade level.
- Objective 2.** Campus administrators and teachers will work collaboratively in order to provide a smooth transition from Pre-K to the elementary campus and elementary campus to junior high campus for 100% of those students.
- Objective 3.** CSCOPE will be used by 100% of teachers, as the curriculum framework, when planning instruction.

**Goal 3.** Milam Elementary will recruit, develop, and support highly motivated staff members who maximize student success.

- Objective 1.** 100% of Milam teachers will meet the NCLB criteria of Highly Qualified.
- Objective 2.** 100% of The Milam staff members will work as a collaborative team and be recognized for their efforts to promote student success.
- Objective 3.** 100% of Milam staff members will be provided opportunities to participate in professional growth opportunities for the improvement of student performance.

**Goal 4.** Milam Elementary will prepare technologically advanced students.

- Objective 1.** Milam will exhibit continuous technological improvement as reported by 100% staff completion of the STAR Chart survey.
- Objective 2.** 100% of the Milam teachers will demonstrate proficiency on the MISD Technology Proficiency Test.

**Goal 5.** Milam Elementary will provide facilities that support exemplary learning environments.

- Objective 1.** Milam Elementary staff and district personnel will maintain the school plant and facilities providing an exemplary learning environment for 100% of students and staff.

# MILAM ELEMENTARY

**Goal 6.** Milam Elementary will fully develop positive partnerships with Midland's community and business organizations.

**Objective 1.** Milam Elementary will provide opportunities for 100% of parents and community members to participate in activities promoting student success.

**Goal 7.** Milam Elementary will exercise fiscal responsibility.

**Objective 1.** The 2011-2012 Milam Elementary local and Title 1 budgets will be reviewed and discussed making sure all accounts reconcile with 100% accuracy.

# MILAM ELEMENTARY

**Goal 1.** Milam Elementary will support high academic standards.

**Objective 1.** Milam Students will reach high standards with 25% demonstrating performance at a commended level on state assessments in all core subject.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Staff will analyze and disaggregate data for establishment of individual and guided small group instruction ensuring success of all students with emphasis on the targeted groups of African American, Economically Disadvantaged, ELL's and Hispanic. (Title I SW: 1,2,3,4,5,6,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)</p>	<p>Academic coaches, Assistant Principal(s), CEIC members, Core Subject Teachers, Counselor(s), Principal, Special Ed Teachers, TEA Campus Intervention Team, Teacher(s)</p>	<p>Aug. 12, 2011 - June 1, 2012</p>	<p>(F)Bilingual Education , (F)English as a Second Language, (F)Head Start, (F)IDEA Special Education, (F)Title I, (L)Activity Funds, (L)C-Scope Resource Bank, (L)SchoolNet Data, (O)Accelerated Math Documents, (O)Classroom Teachers, (O)District Staff, (O)District Trainers, (O)Local Budget Data, (O)Principal, (O)STAR Math Reports, (O)STAR Reading Reports, (O)Supplemental Materials, (S)DATE Grant, (S)Local Funds, (S)State Compensatory</p>	<p>State and District adopted assessments, benchmark tests, STAR math and reading tests, six weeks tests and student grades.</p>
<p>2. Students will receive diagnostic instruction based on individual needs during school and after school in order to have at least 25% of students commended on state assessments. [Approx. \$28,500 Title 1, Math/Science, 180/44-Teachers \$114,659.98]. (Title I SW: 1,2,3,4,5,6,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)</p>	<p>Academic coaches, Assistant Principal(s), CEIC members, Instructional Specialist, Principal, Special Ed Teachers, TEA Campus Intervention Team, Teacher(s)</p>	<p>October 3, 2011; every 2 weeks, six weeks</p>	<p>(F)Bilingual Education , (F)English as a Second Language, (F)Head Start, (F)IDEA Special Education, (F)Title I, (L)C-Scope Resource Bank, (L)SchoolNet Data, (O)Accelerated Math Documents, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (O)STAR Math Reports, (O)STAR Reading Reports, (O)Supplemental Materials, (S)DATE Grant, (S)Early State PreKinder, (S)Local Funds, (S)State Compensatory</p>	<p>Documentation kept by tutorial staff of dates, times, and students served; Tutorial staff's time sheets. Reports generated by SchoolNet and technology. Common Assessment and six weeks' test data.</p>

# MILAM ELEMENTARY

**Goal 1.** Milam Elementary will support high academic standards.

**Objective 1.** Milam Students will reach high standards with 25% demonstrating performance at a commended level on state assessments in all core subject.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
3. Planned campus activities will promote post-secondary opportunities to students. These include Family College Night and posting and wearing college names, mascots, colors, and locations. (Title I SW: 1,2,3,4,5,6,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), CEIC members, Counselor(s), Parent Volunteers, Principal, TEA Campus Intervention Team, Teacher(s), Teaching & Learning Department	Aug.12, 2011- June 2, 2012 January 24, 2012	(L)Activity Funds, (L)Dropout Prevention, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (O)Supplemental Materials	Announcements, displays, parent sign in sheets, staff in college attire on first workday of the month.
4. Sixth Grade students will have the opportunity to visit and tour Midland College and University of Texas of the Permian Basin [Title 1-\$2,000]. (Title I SW: 1,2,3,5,6,8,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), CEIC members, Core Subject Teachers, Counselor(s), Principal, Special Ed Teachers	May, 2012	(F)Title I, (L)Activity Funds, (O)Classroom Teachers, (O)Local Budget Data	Student journal entry responses. Observation of students.

# MILAM ELEMENTARY

**Goal 1.** Milam Elementary will support high academic standards.

**Objective 2.** Milam students will meet or exceed state (STAAR) and federal standards (AYP) of at least 85% in the areas of reading, math, writing and science including the academically fragile groups;All Students, African Americans, Hispanic and Economically Disadvantaged and ELL's.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students achievement will be monitored by administering STAR reading and STAR math every two weeks (for students on STAT)and BOY, MOY, EOY,in addition to Six weeks tests based on TEK, district scope and sequences and CSCOPE. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Core Subject Teachers, Department Heads, Director of English Language Arts, Director of Math & Science, Director of Special Education, Instructional Focus Group, Instructional Specialist, Principal, Special Ed Teachers, TEA Campus Intervention Team, Teacher(s)	End of two/six weeks, BOY, MOY, EOY	(F)Bilingual Education , (F)English as a Second Language, (F)Head Start, (L)C-Scope Resource Bank, (L)SchoolNet Data, (O)District Staff, (O)Principal, (S)Local Funds	School Net data, Records of class performance as well as individual student performance maintained by teachers and students.
2. Students will receive tutorials during and after school as well as Saturday School based on assessments, district six weeks tests, and district benchmarks [\$28,500-Title 1]. (Title I SW: 1,2,3,4,5) (Target Group: All, H, AA, ECD, LEP, SPED, GT, AtRisk) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), CEIC members, Counselor(s), Exec Dir of Compliance and Special Programs, Principal, Special Ed Teachers, Teacher(s)	Daily Intervention, Tutorial 3 times weekly, Sat.	(F)Title I, (L)Activity Funds, (L)C-Scope Resource Bank, (L)SchoolNet Data, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (O)STAR Math Reports, (O)STAR Reading Reports, (O)Supplemental Materials, (O)Teacher Recommendation, (S)Local Funds, (S)Student Success Initiative	Intervention reports, tutorial records of students served and teacher timesheets, STAR reading and math reports.
3. Student attendance will monitored and initiatives implemented in order to improve attendance to 97%. (Title I SW: 1,2,3,4,5,6,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), CEIC members, Counselor(s), Principal, Teacher(s)	August 12, 2011- June 2, 2012	(F)Title I, (L)SchoolNet Data, (O)Principal, (O)Special Education Teachers, (S)Local Funds	Attendance reports, court filings, attendance awards at academic celebrations.

# MILAM ELEMENTARY

**Goal 1.** Milam Elementary will support high academic standards.

**Objective 3.** 100% of Milam students will be provided a positive, safe, and drug free learning environment while promoting character and healthy living lifestyles.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus and district Crisis Management Plan Implementation. (Title I SW: 4,9,10) (Target Group: All) (NCLB: 4)	Assistant Principal(s), CEIC members, Principal, Teacher(s)	Monthly	(O)Classroom Teachers, (O)Principal	Crisis drill reports, safety reports.
2. Design and implement campus wide rules and procedures. (Title I SW: 1,2,3,4,5) (Target Group: All) (NCLB: 1,4)	Assistant Principal(s), CEIC members, Principal, Special Ed Teachers, TEA Campus Intervention Team, Teacher(s)	August 22, 2011- June 2, 2012	(O)Classroom Teachers, (O)Principal, (O)Special Education Teachers	Summary of discipline reports.
3. A Texas Behavior Support Initiative (TBSI) Core Team will be established and trained for behavior intervention assistance. Non-Crisis Intervention (NCI) strategies will be implemented. (Title I SW: 1,2,3,4,5,9,10) (Target Group: All) (NCLB: 3,4)	Assistant Principal(s), Director of Special Education, Principal, Teacher(s)	October 27, 2011	(O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (S)Local Funds	Staff development certifications, PEIMS Reports.
4. Provide a drug-free education program. (Title I SW: 1,2,3,4,5,6,8,9,10) (Target Group: All) (NCLB: 3,4)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Each six weeks.	(L)Activity Funds, (O)Classroom Teachers, (O)Principal	District Safe Schools Survey, staff and counselor lesson plans and reports.

# MILAM ELEMENTARY

**Goal 1.** Milam Elementary will support high academic standards.

**Objective 4.** Milam students will improve fitness in K-6 Physical Education resulting in a 20% increase on the Fitnessgram and increase moderate to vigorous physical activity (MVPA) by 50%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure that Moderate to Vigorous Physical Activity is implemented in PE class as recommended in the Physical Education Curriculum Guides and to include CSHP with more rigorous Moderate to Vigorous Physical Activities (MVPA). (Title I SW: 1,2,3) (Target Group: All) (NCLB: 4)	Teacher(s)	Aug. 12, 2011 - June 1, 2012	(L)Instructional Services, (S)Local Funds	Fitnessgram Scores, Curriculum Guides, lesson plans, fitness logs.
2. Use the Health Curriculum Guides to include collaboration, communication, and Critical Thinking Skills for student academic performance. (Title I SW: 3,10) (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	August 22, 2011- June 2, 2012	(O)Local Budget Data	Health Grades
3. Participate in professional development based on State Law requirements (SB530, SB7) and student performance in the Fitnessgram test results for third-sixth grade students. (Title I SW: 10) (Target Group: All) (NCLB: 3,4)	Teacher(s)	August 22, 2011- June 2, 2012	(S)Local Funds	Fitnessgram Results
4. CATCH and TEA approved Coordinated School Health Instructional Program, as required by Senate Bill 530, emphasizing Moderate to Vigorous Physical Activity.	Teacher(s)	August 22, 2011- June 2, 2012	(L)Staff Development, (O)Classroom Teachers, (O)Principal, (O)Supplemental Materials	Lesson plans, class schedule, fitness logs
5. Provide intervention for students needing assistance in reaching the Healthy Fitness Zone in the Fitnessgram. (Title I SW: 3,9,10) (Target Group: All) (NCLB: 4)	Teacher(s)	End of each six weeks	(L)Staff Development, (O)Classroom Teachers, (O)Supplemental Materials, (S)Local Funds	Fitnessgram results
6. Provide intervention for students in TAKS grades using interdisciplinary instruction in Physical Education/Health, as collaborated with teachers to identify needs. (Title I SW: 1,3,8,9,10) (Target Group: All) (NCLB: 1,2,4)	Teacher(s)	End of each six weeks.	(O)Classroom Teachers, (O)Principal, (O)Supplemental Materials	Fitnessgram data, lesson plans, fitness logs.

# MILAM ELEMENTARY

**Goal 1.** Milam Elementary will support high academic standards.

**Objective 4.** Milam students will improve fitness in K-6 Physical Education resulting in a 20% increase on the Fitnessgram and increase moderate to vigorous physical activity (MVPA) by 50%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Participate in the monitoring and analysis of the Fitnessgram, TAKS data, personal wellness journals, Fitnessgrams Mini-assessments in the area of weakness. (Title I SW: 3,8,9,10) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Teacher(s)	End of each six weeks.	(L)Instructional Resources & Media Services, (O)Classroom Teachers, (O)Principal, (S)Local Funds	CATCH, Fitnessgram results, observations, Participaqtion in Jump Rope for Heart, Punt, Pass, and Kick, and Diabetis Walk. Parent meeting sign in sheets/agenda.
8. Make available Fitnessgram data for parents. (Title I SW: 1,3,6,8,9) (Target Group: All) (NCLB: 1,4)	Assistant Principal(s), Principal, Teacher(s)	May, 2012	(L)Instructional Services, (O)Classroom Teachers, (O)Principal, (S)Local Funds	Sign in sheets.
9. Provide students, teachers and parents educational CATCH programs on making healthy lifestyle choices including "Go, Slow, Whoa" foods, FMNV (Foods of minimal Nutritional Value);, and family fitness, including family fun activity nights. (Title I SW: 1,3,6,9,10) (Target Group: All) (NCLB: 3,4)	Assistant Principal(s), Dir. of Child Nutrition Services, Principal, Teacher(s)	October 18, 2011, March 20, 2012	(L)Activity Funds, (O)Classroom Teachers, (O)Principal, (O)Supplemental Materials	Observation of students engaged in physical activity and making healthy food choices. Parent Meeting sign in sheets and agendas.

# MILAM ELEMENTARY

**Goal 2.** Milam Elementary will uniformly use effective instructional strategies.

**Objective 1.** Interventions will be provided to 100% of the students working below grade level.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students not performing on or above grade level will receive research-based interventions during the school day. Examples include Read 180/System 44, Reach, FASTT Math, LLI, Writing Across the Curriculum, NEO 2 Labs, Inside, Read Now Power Up, Imagine Learning, and English in a Flash. (Title I SW: 1,2,3,4,5,8,9) (Target Group: All, H, AA, ECD) (NCLB: 1,2,3,5)	Academic coaches, Exec Dir of Instructional Services, Principal, Special Ed Teachers, TEA Campus Intervention Team, Teacher(s), Teaching & Learning Department	August 22, 2011- June 2, 2012	(F)Bilingual Education , (F)Title I, (L)SchoolNet Data, (L)Staff Development, (O)Principal, (O)Special Education Teachers, (O)Supplemental Materials, (S)Local Funds	SchoolNet data, Teacher observations and power walks, assessment wall, lesson plans, TPRI, Fountas & Pinnell, LLI data, SAM Reports, TELPAS, Program reports, and TAKS.
2. STAT committees will meet to review information on students in need of additional instructional and behavioral support. Students on STAT will be monitored using STAR reading and math assessments every 2 weeks. RTI will be in place. (Title I SW: 1,2,3,4,5,6,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, TEA Campus Intervention Team, Teacher(s)	Bi Weekly	(F)Title I, (L)SchoolNet Data, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (S)Local Funds, (S)State Compensatory	STAT minutes and timelines. Monitoring and review of interventions. Observations of students by support staff and district personnel.
3. Staff understands the importance of TELPAS and having students progress at least one proficiency level a year. TELPAS and other formal assessments will be used in making correct LPAC decisions for ELLs in accordance with policy and law.	Academic coaches, Assistant Principal(s), Director of Bilingual/ESL, Principal, Special Ed Teachers, Teacher(s)	August 22, 2011- June 2, 2012	(F)Bilingual Education , (F)English as a Second Language, (L)Staff Development	LPAC Minutes. ELL computer program documentation.

# MILAM ELEMENTARY

**Goal 2.** Milam Elementary will uniformly use effective instructional strategies.

**Objective 2.** Campus administrators and teachers will work collaboratively in order to provide a smooth transition from Pre-K to the elementary campus and elementary campus to junior high campus for 100% of those students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Kindergarten Round-up will help familiarize future kindergarteners and parents with their new campus learning environment. (Title I SW: 1,2,3,4,5,6,7,9,10) (Target Group: All) (NCLB: 4,5)	Assistant Principal(s), Campus counselors, Counselor(s), Exec. Dir. of Elementary Education, Principal, Special Ed Teachers, Teacher(s)	May, 2012	(F)Head Start, (O)Classroom Teachers, (S)Local Funds	Early enrollment forms.
2. Six grade students and parents will be introduced to junior high curriculum opportunities; visits to junior high campuses, parent nights, counselor visits, and early enrollment. (Title I SW: 1,2,3,5,6,9,10) (Target Group: All) (NCLB: 4,5)	Assistant Principal(s), Campus counselors, Principal, Teacher(s)	March, 2012, May, 2012	(O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (S)Local Funds	Parent sign in sheets and early enrollment documents.

# MILAM ELEMENTARY

**Goal 2.** Milam Elementary will uniformly use effective instructional strategies.

**Objective 3.** CSCOPE will be used by 100% of teachers, as the curriculum framework, when planning instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Milam teachers, with the support of campus CSCOPE teacher trainers, will plan instruction using CSCOPE as the curriculum framework following scope and sequence for student success achievement. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Campus counselors, Campus Instructional Technologist, CEIC members, Core Subject Teachers, Exec. Dir. of Accountability, Exec. Dir. of Elementary Education, Instructional Technology Dept.	August 22, 2011- June 2, 2012	(L)C-Scope Resource Bank, (L)Instructional Services, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)District Staff, (O)District Trainers, (O)ESC 18 Trainers, (O)Principal, (O)Special Education Teachers	Teacher lesson plans, STAAR results.

# MILAM ELEMENTARY

**Goal 3.** Milam Elementary will recruit, develop, and support highly motivated staff members who maximize student success.

**Objective 1.** 100% of Milam teachers will meet the NCLB criteria of Highly Qualified.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Appicantes for positions will be interviewed by a campus team and recommended for positions based on their certifications and references. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (NCLB: 1,2,3,5)	CEIC members, Dept. of Human Resources, Principal, Teacher(s)	June, July, August, 2012	(O)Classroom Teachers, (O)Principal, (O)Special Education Teachers	Personnel informal and formal reviews, Interview/reference documentation.

# MILAM ELEMENTARY

**Goal 3.** Milam Elementary will recruit, develop, and support highly motivated staff members who maximize student success.

**Objective 2.** 100% of The Milam staff members will work as a collaborative team and be recognized for their efforts to promote student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide team building activities and acknowledge achievements during staff meetings and weekly "Cheers". (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), CEIC members, Counselor(s), Principal, Special Ed Teachers, Teacher(s)	Weekly	(F)Bilingual Education , (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (O)Supplemental Materials	Staff meeting agendas, PDAS, CEIC agendas, Campus surveys, Event Feedback, Grade Level Planning Feedback and weekly "Cheers" submitted anonymously by colleagues.

# MILAM ELEMENTARY

**Goal 3.** Milam Elementary will recruit, develop, and support highly motivated staff members who maximize student success.

**Objective 3.** 100% of Milam staff members will be provided opportunities to participate in professional growth opportunities for the improvement of student performance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Encourage staff members to attend professional workshops that will improve instruction and student performance based on student data.                      (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)</p>	<p>Academic coaches, Assistant Principal(s), Campus Instructional Technologist, Director of Bilingual/ESL, Director of English Language Arts, Director of Math &amp; Science, Director of Special Education, Instructional Technology Dept., Principal, TEA Campus Intervention Team, Teacher(s), Teaching &amp; Learning Department</p>	<p>August 12, 2011- June 2, 2012</p>	<p>(F)Bilingual Education , (F)English as a Second Language, (F)IDEA Special Education, (L)Activity Funds, (L)Instructional Services, (L)Staff Development, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (O)Supplemental Materials, (S)Local Funds</p>	<p>Participation certifications and sign in sheets. PDAS, Teacher self-reports, walk through reports.</p>

# MILAM ELEMENTARY

**Goal 4.** Milam Elementary will prepare technologically advanced students.

**Objective 1.** Milam will exhibit continuous technological improvement as reported by 100% staff completion of the STAR Chart survey.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increase the amount of technology instruction, equipment[\$14,000-Title 1], projectors, and staff development to meet SBEC standards. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Campus Instructional Technologist, CEIC members, Exec Dir of Technology, Instructional Technology Dept., Principal, Special Ed Teachers, Teacher(s)	Daily	(F)IDEA Special Education, (F)Title I, (O)Classroom Teachers, (O)Principal, (O)Supplemental Materials, (S)Local Funds	STAR Chart proficiencies, Proficient on the district Technology Proficiency Test, Inventory of equipment and computer lab schedule of classes, reports of programs usage.
2. Milam students will interact with technology in their classroom and campus lab averaging three times weekly. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Campus Instructional Technologist, CEIC members, Instructional Technology Dept., Principal, Special Ed Teachers, Teacher(s)	Daily	(F)Bilingual Education , (F)Title I, (L)Instructional Services, (L)Staff Development, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (S)Local Funds	STAR Chart proficiencies. Inventory of equipment and software program reports, computer lab schedule of classes.

# MILAM ELEMENTARY

**Goal 4.** Milam Elementary will prepare technologically advanced students.

**Objective 2.** 100% of the Milam teachers will demonstrate proficiency on the MISD Technology Proficiency Test.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will attend staff development opportunities or participate in online trainings offered by the District Technology division. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (NCLB: 1,2,3)	Campus Instructional Technologist, Exec Dir of Technology, Instructional Technology Dept., Principal, Special Ed Teachers, Teacher(s)	Fall Semester, Spring Semester	(L)Instructional Resources & Media Services, (L)Staff Development, (O)Classroom Teachers, (O)Special Education Teachers, (O)Supplemental Materials, (S)Local Funds	District records of test results showing teachers demonstrating proficiency on the MISD Technology Proficiency Test.

# MILAM ELEMENTARY

**Goal 5.** Milam Elementary will provide facilities that support exemplary learning environments.

**Objective 1.** Milam Elementary staff and district personnel will maintain the school plant and facilities providing an exemplary learning environment for 100% of students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Milam staff will make periodic building and grounds inspections noting any cleaning or repair needs. Work orders to maintenance will be made as needed. (Title I SW: 1,2,3,4,5,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), CEIC members, Director of Auxiliary Services/Construction, Director of Finance, Exec Dir of Technology, Exec. Dir. of Elementary Education, Teacher(s)	August, 2011- August, 2012	(O)Principal, (S)Local Funds	Work order data, safety audits.
2. Safety procedures will be practiced and drills will be held including fire, shelter in place and lockdown. (Title I SW: 1,2,3,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Core Subject Teachers, Counselor(s), Principal	Monthly	(O)District Staff, (O)Principal	Drill reports submitted to Region 18.

# MILAM ELEMENTARY

**Goal 6.** Milam Elementary will fully develop positive partnerships with Midland's community and business organizations.

**Objective 1.** Milam Elementary will provide opportunities for 100% of parents and community members to participate in activities promoting student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Milam teachers will receive training in Parent Involvement for Title 1 campuses. (Title I SW: 1,2,3,4,5,6,7,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Counselor(s), Exec Dir of Compliance and Special Programs, Parent Liaison, Principal, Teacher(s)	September 7, 2011	(F)Title I, (L)Staff Development, (O)Classroom Teachers, (O)Principal, (O)Supplemental Materials	Meeting agenda, sign in sheets.
2. Opportunities for parental and community involvement include: Meet the teacher Night, PTA, CEIC, Volunteers in Public Education, Family College Night, Family Math Night, Family Fitness Night, Family Literacy Night, Home Libraries for K-2 [\$5,035.09 Title 1], Grade level Parent Nights, Parent/Teacher conferences, Parent Connection, Parent Link, Student Planners [\$1637] District T1 Parent Liaison [\$2268.69 Title 1]. (Title I SW: 1,2,3,5,6,7,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), CEIC members, Counselor(s), Parent Liaison, Principal	Monthly	(F)Bilingual Education , (F)Title I, (L)Activity Funds, (O)Classroom Teachers, (O)Principal, (S)Local Funds	PTA Membership Report, Sign in Sheets, Agendas, Signed Planners.
3. Milam will rebuild its PTA, maintain position relationships with Community National Bank, Americorp, Junior Achievement, while seeking new partnerships with Foster Grandparents and businesses. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Campus counselors, DEIC members, Family & Community Partnership Coordinator, Parent Volunteers, Principal, Teacher(s)	August 12, 2011- June 2, 2012	(F)Bilingual Education , (F)Head Start, (F)Title I, (L)Activity Funds, (L)SchoolNet Data, (O)District Staff, (O)Principal, (S)Local Funds	Campus Visitors' sign in sheets, PIE meetings.

# MILAM ELEMENTARY

**Goal 7.** Milam Elementary will exercise fiscal responsibility.

**Objective 1.** The 2011-2012 Milam Elementary local and Title 1 budgets will be reviewed and discussed making sure all accounts reconcile with 100% accuracy.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Milam CEIC will meet a minimum of six times to review budget, new programs, staff development and the school improvement plan.[Title 1-\$212,280], [Local \$2,257,905]. (Title I SW: 1,2,3,4,5,6,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), CEIC members, Director of Finance, Exec Dir of Compliance and Special Programs, Internal Auditor, Principal	Sept., Oct., Nov. ,Jan., Feb., Apr. , May	(F)Title I, (L)Activity Funds, (O)College Board Trainers, (O)Local Budget Data, (O)Principal	CEIC agendas and minutes, ITCCS system, Title 1 Monthly Account Review, budget transfers, purchase orders, and district audits.