

**Commerce Independent School District**  
**Commerce Middle School**  
**2018-2019 Campus Improvement Plan**

# Mission Statement

In partnership with families and community, Commerce Middle School will provide all students an exemplary education, preparing them to be successful, productive citizens.

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

At Commerce Middle School, we have an instructional focus that aims to increase students' academic achievement, as well as their social-emotional health and overall well being. Our community partners include: Alliance Bank, B&A Concrete, C-CAP, Omega's, and Texas A&M University-Commerce.

Our student breakdown is as follows:

American Indian- .3%

Asian/Pacific Islander- 2.8%%

African American- 18.5%

Hispanic- 23.4%

White- 51.1%

Multi-Racial- 4%

Mobility rate- .3%%

Economically Disadvantaged- 60%

Total Enrollment as of 9/7/2017: 325

6th grade: 116

7th grade: 100

8th grade: 109

## **Demographics Strengths**

We have strong community partnerships that helps to support faculty, staff, students, and parents. Our partnership with Texas A&M University, has resulted in funding for the AVID program, student teachers, student-mentors for mentoring girls and boys mentoring programs, and professional guest speakers.

## **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** We are challenged to motivate and educate students who are one or more years below grade level academically. **Root Cause:** Faculty and staff are not trained to work with culturally diverse and minority students. Staff has not included instructional materials and subject matter that include diverse topics and culturally sensitive issues.

## **Student Academic Achievement**

### **Student Academic Achievement Summary**

Students are assessed throughout the school year through formative and summative means. Data is constantly utilized to identify student strengths and weaknesses, specifically by TEKS objective. Students are assigned tutorials based on areas of growth academic deficiencies to reinforce and rebuild those skills.

### **Student Academic Achievement Strengths**

Our new teaching cycle uses data from the TEKS Resource System including the Year-at-a-Glance, and various instructional materials to create intervention programs for students based on non-mastery of unit assessments. Our enrichment period allows for tutorials during the school day.

### **Problem Statements Identifying Student Academic Achievement Needs**

**Problem Statement 1:** Our sub-population performance on the STAAR test has been below our campus goals. **Root Cause:** Prior to the 2018/2019 school year CMS was deficient in researched based reading and writing programs.

## School Processes & Programs

### School Processes & Programs Summary

Commerce Middle School offers the following instructional and curricular courses: common core, honors level core, CTE, resource, BIM, AVID, Spanish, choir, band, athletics, MTA, EL services, 504 services, and Art. We also offer HS credit courses: Health, Spanish, and Algebra 1.

Our personnel is completely staffed. Dr. Miller is a transformational leader who imposes servant leadership qualities.

1 Principal

1 Assistant Principal

1 Counselor

1 Part time Nurse

26 Teachers

5 Paraprofessionals

### School Processes & Programs Strengths

We have a climate and culture of shared leadership, which is centered around high expectations for students, parents, families, faculty, staff, and the community. We believe in investing in our teachers and support staff, to foster growth in becoming experts in their craft. Our programs are specifically tailored for our student population. Our program is unique, and offers opportunities for innovation and creativity among students, faculty, and staff.

### Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** We lack minority parent participation in academic programs. **Root Cause:** Unable to get minority parents to participate in students educational career.

## Perceptions

### Perceptions Summary

At Commerce Middle School, we are a service organization and our duty is to serve our students, families, parents, and the community with the best intentions and utmost respect. Administration, faculty, and staff work hard to provide outstanding customer service.

### Perceptions Strengths

At Commerce Middle School, we purposefully create programs to build relationships with students, parents, families and the community. At Commerce Middle School, we go to great lengths to involve all students in a program offered on campus to learn the value of being part of a team and to create future leaders.

### Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Student participation is limited in the after school activities. **Root Cause:** A lack of transportation limits student ability to participate in these activities.

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

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

## Accountability Data

- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Accountability Distinction Designations

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8
- Observation Survey results

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Special education population, including performance, discipline, progress, and participation data
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- Section 504 data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

## Student Data: Behavior and Other Indicators



- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

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

- Organizational structure data
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

# Goals

Revised/Approved: October 16, 2018







## Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

**Performance Objective 1:** Commerce Middle School students will increase scores on STAAR that will meet or exceed the state standards for all sub-populations specifically sub-population groups which scored lower than 60% from the previous year.

**Evaluation Data Source(s) 1:** Students will increase scores on STAAR in all areas by 10% or 1 to 2 years of growth in all tested STAAR areas.

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 2</p> <p>1) Implementation of a teaching cycle based on the Fundamental 5 for all teachers. Teachers will review the TEKS and the YAG using the Teacher Resource System. They will Create 2 instructional activities per TEKS to offer student choice. All teachers will have a hook in their lesson, remove homework and implement enhancement activities.</p>	Principal Assistant Principal Teachers	Through student growth of 1 to 2 years in all core subject areas. Target increasing the following sub-population groups: African-American, Special Education, LEP, and at-risk in Math, two or more races Reading, Writing, Science, and Social Studies to a state target of 70%.				
<p><b>Critical Success Factors</b> CSF 1</p> <p>2) Students performance on unit tests and district benchmarks will show academic gains and growth.</p>	Principal Assistant Principal Teachers	Increasing scores on unit and district benchmarks by 10%.  Increase students academic gains and growth by 1 to 2 years.				
<p><b>Critical Success Factors</b> CSF 2</p> <p>3) Changed the master schedule to support subject area common planning periods.</p>	Principal Counselor	Lesson plans are stream lined based on collaboration. Participation and attendance through PLC minutes.				







<p align="center"><b>Critical Success Factors</b> CSF 1</p> <p>4) Created an Honors Program criteria to increase rigor, challenge, and incorporate project based learning.</p>	<p>Principal Assistant Principal Department Chairs Teachers</p>	<p>Academic performance on report cards, unit tests, and the quality of enhancement activities (projects.)</p>				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>5) Students in Reading, Writing, Math, Science, and Social Studies will create data folders to track academic progress and growth as it aligns with the TEKS and STAAR data.</p>	<p>Principal Assistant Principal Teachers Students</p>	<p>Students will track progress throughout the year in all core subjects. Students will demonstrate an increase of 10% or 1 to 2 years of growth.</p>				
<p align="center"><b>Critical Success Factors</b> CSF 4</p> <p>6) The Commerce Middle School bell schedule is changed to accommodate additional instructional time in the classroom with an implementation of an enrichment program for all students.</p>	<p>Principal Assistant Principal Teachers</p>	<p>Attendance data, student participation, and surveys.</p>				
<p>7) The Texas ACE grant will provide after school and summer programs for all students. The goal of the federally funded grant program is to help foster students academic success which includes :homework help with CISD teachers, enrichment activities with trained Boys &amp; Girls Club staff including robotics programs, technology, fine arts, outdoor/physical and field trips.</p>	<p>Principal Assistant Principal Teachers</p>	<p>Academic performance, attendance, and the quality of enhancement activities should increase.</p>				
<p>8) Students who did not meet the minimum score on STAAR will be automatically enrolled in a Math or English Enhancement course during an off-period or an elective to close instructional gaps and prepare students for the retest in December.</p>	<p>Principal Assistant Principal Teachers Counselor</p>	<p>Students will increase scores on STAAR.</p>				
<p align="center">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>						

**Goal 1:** CISD will provide exemplary programs to ensure that all students are successful learners.

**Performance Objective 2:** Funding will be used to implement programs and provide support for students who are at-risk, identified through RTI, section 504, and qualify for special education services to target sub-populations identified by the system safeguard data.

**Evaluation Data Source(s) 2:** Documentation of strategies implemented in the classroom, unit tests, students grades on report cards, and students attendance.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1</p> <p>1) Developed smaller intervention courses for Math, ELAR, and Science for grades 6, 7, and 8. Class size will be 15 or below.</p>	<p>Principal Assistant Principal Special Programs Coordinator Teachers Students Parents</p>	<p>Students will be in research based smaller classes. Increase in grades by 10% or growth of 1 to 2 years.</p>				
Funding Sources: 211 - Title I, Part A - 0.00						
<p><b>Critical Success Factors</b> CSF 1</p> <p>2) Implemented MTA program for students who are identified as dyslexic.</p>	<p>Principal Assistant Principal MTA Teacher</p>	<p>Students will successfully pass levels through the MTA program, Levels 1-8.</p>				
<p><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>3) Implementation of Girls and Boys Mentoring Program for students grades 6-8 who are identified as at-risk. Guest speakers, daily lessons, and team building activities will enhance leadership and career readiness skills. Partnerships include the City of Commerce and Texas A&amp;M University-Commerce.</p>	<p>Principal Assistant Principal Teacher Sponsors TAMU-C mentors Guest Speakers from the City of Commerce</p>	<p>Decrease in student participants discipline by 10%. Increase in students overall grade average in all courses by 10%.</p>				
<p>  = Accomplished            = Continue/Modify            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>						







**Goal 1:** CISD will provide exemplary programs to ensure that all students are successful learners.

**Performance Objective 3:** Funding sources will be used to implement programs and provide additional support for students who are identified for services as ELs and/or Special Education.

**Evaluation Data Source(s) 3:** Student growth and academic achievement in core area subjects.

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1</p> <p>1) Implementation of Content Mastery for students who qualify for special education services based on ARD committee decisions.</p>	Principal Assistant Principal Special Education Department Chair Teachers	<p>Students will increase STAAR scores by 1 to 2 years of growth or an increase in 25% from the previous year in all STAAR tested subjects.</p> <p>Students will demonstrate growth on district benchmarks through their data folder.</p>				
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>2) Hiring of experienced EL coordinator for monitoring, supporting, and identifying ELs throughout the school year.</p>	Principal Assistant Principal EL Coordinator	<p>Students will increase STAAR scores by 1 to 2 years of growth or an increase in 25% from the previous year in STAAR tested subjects.</p> <p>Annual review through the LPAC committee of academic progress on TELPAS, students will show 1 to 2 years of growth or an increase in 25% in all subjects. Possible exit if student meets exit requirements.</p>				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 1:** CISD will provide exemplary programs to ensure that all students are successful learners.







**Performance Objective 4:** Students will be offered a curriculum that includes state of the art technology and programs simulating real world learning

**Evaluation Data Source(s) 4:** Data from library use.

Data from usage of chrome carts.

Data from usage of online instructional programs.

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1</p> <p>1) Facilitate and provide opportunities for students to use technology in all classes to enhance learning and foster an environment of inquiry.</p>	<p>Principal Assistant Principal Teachers Library Specialist</p>	<p>Increased usage of the library by 10%, chrome books by 10%, and online instructional programs by 10%.</p>				
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>						

**Goal 1:** CISD will provide exemplary programs to ensure that all students are successful learners.

**Performance Objective 5:** All students will develop skills for successful transition to high school, post secondary education, and introduction to career paths.

**Evaluation Data Source(s) 5:** Counselor provides information and support based on student performance and interest with students, parents, and families.

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All students will participate and complete a college and career interest inventory using Choice 360. Will receive College and Career instruction.	Principal Assistant Principal Counselor Teachers Students Parents	Data from interest inventory and students engagement will be shared with students, parents, and high school counselor.				
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> 2) All 8th grade students will participate in the NETCAT Career Fair during the spring.	Principal Assistant Principal Counselor Teachers Students Parents	Student participation via attendance and sign-in sheets.				
<p><b>Critical Success Factors</b> CSF 1</p> 3) Offer AVID (Advancement Via Individual Determination) to all 6th grade students and a small group of 7th and 8th graders.	Principal Assistant Principal Counselor TAMU-C representative Teachers Students Parents	WICOR in all classes (Writing across the curriculum) increased by 10%.  Organizational strategies for all students through notebook and academic list of assignments weekly check by AVID teacher.  Implementation of Cornell notes, students required to defend their answers through critical thinking skills. Checked through student completion.				

**Goal 1:** CISD will provide exemplary programs to ensure that all students are successful learners.

**Performance Objective 6:** Enhance Career and Technical (CTE) opportunities for students

**Evaluation Data Source(s) 6:** Program enrollment, participation, and successful learning







**Summative Evaluation 6:**

**Goal 1:** CISD will provide exemplary programs to ensure that all students are successful learners.

**Performance Objective 7:** Students will show growth and mastery on unit tests, district benchmarks, and STAAR with evidence of effective teaching.

**Evaluation Data Source(s) 7:** 6th, 7th, and 8th grade unit tests, benchmarks, and STAAR data.

**Summative Evaluation 7:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 3 CSF 7</p> <p>1) Teachers will implement effective teaching in every classroom.</p>	Principal Assistant Principal Assistant Superintendent of C & I Teachers	Growth in Walk-through data. Growth in T-TESS evaluation instruments. Successful student academic outcomes.				
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>2) Implementation of Fundamental 5 and Marzano's High Yield Instructional Strategies using the Teaching Cycle.</p>	Principal Assistant Principal Assistant Superintendent of C & I Teachers	Growth in Walk-through data. Implementation of new district walk though form. Growth in T-TESS evaluation instruments. Growth in Observation data. Successful student academic outcomes on all areas of STAAR.				
<p>  = Accomplished            = Continue/Modify            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>						



**Goal 1:** CISD will provide exemplary programs to ensure that all students are successful learners.

**Performance Objective 8:** Year One AVID strategies in all subject areas.

**Evaluation Data Source(s) 8:** Complete Avid checklist during observations.

**Summative Evaluation 8:**

**Goal 1:** CISD will provide exemplary programs to ensure that all students are successful learners.

**Performance Objective 9:** Targeted students in grades 6, 7, and 8 will show growth by 1 year in both Math and Reading on STAAR by June, 2019.

**Evaluation Data Source(s) 9:** STAAR Scores

**Summative Evaluation 9:**

**Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.**

**Performance Objective 1:** Commerce Middle School will provide a safe, orderly, and welcoming environment where all stakeholders can learn and have a sense of pride for the campus.

**Evaluation Data Source(s) 1:** Raptor reports

Nurse reports

Student survey data

Safety Drill reports data

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 5</p> <p>1) Continued use and monitoring of visitors through Raptor security system.</p>	Principal Principal Secretary School Resource Officer	<p>Data reports from Raptor system indicating cleared visitors on campus.</p> <p>Decrease in known offenders on campus during the school day by 90%.</p>				
Funding Sources: 461 - Campus Activity Fund - 500.00						

<p><b>Critical Success Factors</b> CSF 6</p> <p>2) Implementation of campus safety drills: Inclement weather, lock down, fire, and tornado for all students, faculty, and staff.</p>	<p>Principal Assistant Principal School Resource Officer Teachers Students</p>	<p>Decrease in time for students to exit the building during an campus drills based on data.</p> <p>Students, faculty, and staff responses and actions during drills are appropriate.</p>				
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 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 2:** CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

**Performance Objective 2:** CMS will achieve an attendance rate above 97%.

**Evaluation Data Source(s) 2:** Attendance data  
Feedback from parents

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 5</p> <p>1) Continuation of automated school messenger software to contact parents if students are not in school or absent period by period.</p>	Principal Assistant Principal Counselor PEIMS clerk Teachers Parents	Student attendance will increase by 10%.				
<p><b>Critical Success Factors</b> CSF 5</p> <p>2) Educate students and parents regarding the 90 Day Rule and Truancy. Letters will be sent home to all parents of students who have attendance compliance issues.</p>	Principal Assistant Principal Counselor District Truancy officer Teachers Parents	Increased in attendance rate among all students by 10%. Documentation of visits by Truancy Officer and SRO.				
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>3) Students will receive a perfect attendance certificate at the end of the 9 weeks.</p>	Principal PEIMS Clerk Counselor Students Parents	Increase attendance rate for all students by 10%.				
<p>  = Accomplished            = Continue/Modify            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>						

**Goal 2:** CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

**Performance Objective 3:** Students unable to function in the regular classroom due to disciplinary problems will be provided an alternative educational program.

**Evaluation Data Source(s) 3:** Students discipline data

Teacher input

Parental Input

Administrative Input

Attendance rate of DAEP

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 3 CSF 4 CSF 6 1) Implementation of Restorative Practices.	Principal Assistant Principal Counselor Teachers Students Parents	Decrease in student discipline by 10%.  Increase in student participation in organizations and clubs by 10%.				
<b>Critical Success Factors</b> CSF 3 CSF 6 2) Implementation of Behavior Management System.	Principal Assistant Principal Counselor Teachers Students Parents	Decrease in student violations of the CISD code of conduct. Implementation of the SS101 form Logging SPED out of placements and Smart ISS.				

**Goal 3: CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.**

**Performance Objective 1:** Parent and community involvement opportunities will be continuous throughout the school year.


**Evaluation Data Source(s) 1:** PTO membership

Meeting agendas/minutes

Sign in sheets

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>1) Continuation of Commerce Middle School Parent Teacher Organization (PTO).</p>	Principal Assistant Principal Teachers Students Parents Community Members	Continuous increase of membership. Continuous increase of attendance and participation.				
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>2) Host monthly parent, family, and community engagement opportunities on campus.</p>	Principal Assistant Principal Teachers Parents Community members	Increased collaboration and partnership between parents, families, and CMS. Literacy Night, Math Night, and Science Night.				
<p><b>Critical Success Factors</b> CSF 1 CSF 5 CSF 6</p> <p>3) Provide subject area Parent Academies for each Core Subject Area throughout the school year.</p>	Principal Assistant Principal Counselor Teachers Students Parents	Increased collaboration between parents and teachers for student success at CMS. Data tracked through sign-in sheets.				
<p><b>Critical Success Factors</b> CSF 5</p> <p>4) Open communication through the monthly Principal's Coffee.</p>	Principal Parents	Documentation of parent comments, concerns, and ideas as well as sign in sheets.				
<p><b>Critical Success Factors</b> CSF 5</p> <p>5) Development of community partnerships with area businesses: Alliance Bank, B&amp;A Construction, Omega's, CCAP, and other area businesses.</p>	Principal Assistant Principal Counselor Teachers Area Businesses	Increased community involvement through collaboration and sponsorship by 10%.				

 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue







**Goal 3:** CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

**Performance Objective 2:** Commerce Middle School will improve communication among school staff, parents, students, and community members

**Evaluation Data Source(s) 2:** Data from School Messenger  
 Feedback from all stakeholders  
 Subject/ grade/ campus wide PLC minutes

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b>                      CSF 5                      1) Implementation of School Messenger to give parents and community a weekly update of CMS events.</p>	Principal Assistant Principal Principal Secretary	Feedback from parents & community.				
<p><b>Critical Success Factors</b>                      CSF 5                      2) Parents notices sent home by students.</p>	Principal Assistant Principal Principal's Secretary Teachers Students Parents	Increase keeping parents informed who do not have access to the internet or phone by 50%.				
<p><b>Critical Success Factors</b>                      CSF 5                      3) Weekly campus newsletter.</p>	Principal Principal's Secretary Parents	Sent via email and phone system to notify parents of important campus events and updates. Increase effectiveness by 50%.				
<p><b>Critical Success Factors</b>                      CSF 2 CSF 7                      4) Subject/ grade level / campus wide PLCs.</p>	Principal Assistant Principal Teachers	Providing lesson plans and important content information on teacher websites for parent's to view.				
<p><b>Critical Success Factors</b>                      CSF 1 CSF 5                      5) Utilize app to share information.</p>	Principal Teachers Coaches	Inform itineraries of games home and away and practices increased by 50%  Teachers informing parents via text of important reminders related to their students. Increased by 50%.				

<p><b>Critical Success Factors</b> CSF 5</p> <p>6) Meet the Teacher and Open House.</p>	<p>Principal Assistant Principal Counselor Teachers Parents</p>	<p>Building relationships and exchanging best communication contact information between parents and teachers.</p> <p>Share, clarify, and understand teacher expectations as well as shared information from parent regarding student.</p> <p>Data tracked by sign-in sheets.</p>				
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>7) Open door policy for parent conferences with our teachers.</p>	<p>Principal Assistant Principal Teachers Parents</p>	<p>Parents have the ability to ask questions and gain clarifications regarding student progress increased by 50%. Demonstrated with sign in sheets.</p>				
<p>  = Accomplished          = Continue/Modify          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>						









**Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.**

**Performance Objective 1:** Commerce Middle Schools will achieve 100% HQ staff with a turnover rate of less than, equal to 15%.

**Evaluation Data Source(s) 1:** Human Resource Data  
 Teacher Certification Records  
 Campus committee interview scoring data

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>1) Teachers will teach in the areas in which they are certified.</p>	Principal Assistant Principal Human Resources	Successful student learning from experts in their field of study and or certification increased by 50%.				
<p><b>Critical Success Factors</b> CSF 3 CSF 7</p> <p>2) Teachers will be evaluated by T-TESS.</p>	Principal Assistant Principal	Instructional delivery practices are valuable and engaging increased by 50%.				
<p><b>Critical Success Factors</b> CSF 3 CSF 7</p> <p>3) Walkthrough data of teacher classrooms.</p>	Principal Assistant Principal	To provide meaningful feedback to teachers for improvement and growth by 50%.				
<p><b>Critical Success Factors</b> CSF 3 CSF 7</p> <p>4) Teacher Bi-Monthly conferences with the principal.</p>	Principal Teachers	Increase communication and celebrate accomplishments, and build relationships. Participation by 50%.				
<p><b>Critical Success Factors</b> CSF 6 CSF 7</p> <p>5) Implementation of District Mentoring Program for New Teachers.</p>	Principal iCAT team Assigned Teacher Mentors New Teachers	Supporting new teacher growth and understanding of expectations. New teachers attend district classes with their mentors. Encourage and foster a sense of family on our campus with our new teachers. Data collected through teacher surveys and new teacher retention.				
<p><b>Critical Success Factors</b> CSF 6</p> <p>6) Public Teacher recognition each 9 weeks.</p>	Principal Principal's Secretary Teachers	Boosts morale and publicly reward teachers for their hard work and accomplishments and to show appreciation. Data will be tracked through teacher feedback form.				
<p>  = Accomplished                      = Continue/Modify                      = Considerable                      = Some Progress                      = No Progress                      = Discontinue                 </p>						

**Goal 4:** CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

**Performance Objective 2:** All staff will be provided high quality, research based, sustained professional development

**Evaluation Data Source(s) 2:** Eduphoria  
 Certificates of Completion of Professional Development  
 Human Resources

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 7  1) Host professional development training's for teachers and instructional staff on campus.	Principal	Participation and evidence of implementation in the classroom. Teacher growth and learning based on the topic of the training.				
<b>Critical Success Factors</b> CSF 1 CSF 7  2) Host technology training for staff.	iCoaches Teachers Principal Assistant Principal	Participation and evidence of implementation in the classroom.				
<b>Critical Success Factors</b> CSF 1 CSF 7  3) Teachers are encouraged to attend training's at Region 10.	Principal Teachers	Teachers will sharpen their skill and perfect their craft.				

**Goal 5: CISD will invest resources to ensure that students, parents and the community receive optimal educational services.**

**Performance Objective 1:** Commerce Middle School will implement measures to ensure efficient and effective fiscal responsibility.

**Evaluation Data Source(s) 1:** Record keeping

Skyward Financial reports  
 District Director of Finance

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 3 1) Develop a budget based on what is best for students and campus needs assessment	Principal Principal Secretary Director of Finance	Budget remains in the positive with exemplary record keeping throughout the year.				
<b>Critical Success Factors</b> CSF 3 2) Using data and research (lowest bid) to make decisions on teacher requests for materials and supplies.	Principal Principal's Secretary Teachers Director of Finance	Making best financial decisions and use of funding.				

## Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Implementation of a teaching cycle based on the Fundamental 5 for all teachers. Teachers will review the TEKS and the YAG using the Teacher Resource System. They will Create 2 instructional activities per TEKS to offer student choice. All teachers will have a hook in their lesson, remove homework and implement enhancement activities.
1	1	2	Students performance on unit tests and district benchmarks will show academic gains and growth.
1	1	3	Changed the master schedule to support subject area common planning periods.
1	1	5	Students in Reading, Writing, Math, Science, and Social Studies will create data folders to track academic progress and growth as it aligns with the TEKS and STAAR data.
1	1	6	The Commerce Middle School bell schedule is changed to accommodate additional instructional time in the classroom with an implementation of an enrichment program for all students.
1	2	1	Developed smaller intervention courses for Math, ELAR, and Science for grades 6, 7, and 8. Class size will be 15 or below.
1	2	2	Implemented MTA program for students who are identified as dyslexic.
1	2	3	Implementation of Girls and Boys Mentoring Program for students grades 6-8 who are identified as at-risk. Guest speakers, daily lessons, and team building activities will enhance leadership and career readiness skills. Partnerships include the City of Commerce and Texas A&M University-Commerce.
1	3	1	Implementation of Content Mastery for students who qualify for special education services based on ARD committee decisions.
1	3	2	Hiring of experienced EL coordinator for monitoring, supporting, and identifying ELs throughout the school year.
1	4	1	Facilitate and provide opportunities for students to use technology in all classes to enhance learning and foster an environment of inquiry.
1	5	1	All students will participate and complete a college and career interest inventory using Choice 360. Will receive College and Career instruction.
1	5	2	All 8th grade students will participate in the NETCAT Career Fair during the spring.
1	5	3	Offer AVID (Advancement Via Individual Determination) to all 6th grade students and a small group of 7th and 8th graders.
1	7	1	Teachers will implement effective teaching in every classroom.
1	7	2	Implementation of Fundamental 5 and Marzano's High Yield Instructional Strategies using the Teaching Cycle.
2	2	2	Educate students and parents regarding the 90 Day Rule and Truancy. Letters will be sent home to all parents of students who have attendance compliance issues.
3	1	1	Continuation of Commerce Middle School Parent Teacher Organization (PTO).

<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Description</b>
3	1	2	Host monthly parent, family, and community engagement opportunities on campus.
3	1	3	Provide subject area Parent Academies for each Core Subject Area throughout the school year.
3	2	1	Implementation of School Messenger to give parents and community a weekly update of CMS events.
3	2	2	Parents notices sent home by students.
3	2	3	Weekly campus newsletter.
3	2	4	Subject/ grade level / campus wide PLCs.
3	2	5	Utilize app to share information.
4	1	1	Teachers will teach in the areas in which they are certified.
4	2	1	Host professional development training's for teachers and instructional staff on campus.
4	2	2	Host technology training for staff.
4	2	3	Teachers are encouraged to attend training's at Region 10.

# **Title I Schoolwide Elements**

## **ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)**

### **1.1: Comprehensive Needs Assessment**

Campus conducted a CNA by using either survey, discussion in PLCs, activity using 10x10x5, etc to create problem statements, and create action plans.

## **ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)**

### **2.1: Campus Improvement Plan developed with appropriate stakeholders**

Campus included teachers, staff, parents, and other stakeholders for input.

### **2.2: Regular monitoring and revision**

Campus has scheduled parent meetings, PLCs, PTO meetings, and other stakeholders.

## **ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)**

## Campus Improvement Team

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Dr. Shenequa Miller	Principal
Administrator	Nick Smith	Assistant Principal
Classroom Teacher	Jack Brandon	Classroom Teacher
Classroom Teacher	Tracy Brown	Classroom Teacher
Classroom Teacher	Pam Eilers	Classroom Teacher
Paraprofessional	Franca Eye	Paraprofessional
Classroom Teacher	Cindy Pierce	Classroom Teacher
Administrator	Susan Talbert	Counselor
Community Representative	Dr. Bob Johnson	Community Representative
Classroom Teacher	Jason Wallace	Classroom Teacher

# Campus Funding Summary

<b>211 - Title I, Part A</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	2	1	Pay for teachers and transportation for students.		\$0.00
<b>Sub-Total</b>					\$0.00
<b>461 - Campus Activity Fund</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
2	1	1			\$500.00
<b>Sub-Total</b>					\$500.00
<b>Grand Total</b>					\$500.00