Galena Park Independent School District

Galena Park Middle School

2019-2020 Campus Improvement Plan

Accountability Rating: B

Mission Statement

The mission of Galena Park Middle School is to cultivate a spark within students to develop their purpose for life-long learning and a strong work ethic while exposing them to quality post-secondary opportunities.

Vision

The vision of GPMS is to prepare the students to successfully transition to high school, while teaching them life-long work ethic and exposing them to multiple careers, trades, and opportunities after high school graduation.

Campus Profile

WHERE WE HAVE BEEN compared to WHERE WE ARE NOW:

History of Campus and Important Changes

The Clinton school opened in 1917 and was the first school in Galena Park. The Clinton School had one teacher who taught all grade levels in one room. There were two schools, Galena Park Elementary and Galena Park High School, when the Galena Park Independent School District was formed in 1930. Galena Park Junior High came into existence in 1949. When the school was opened, the enrollment was 461 students, with 19 teachers. The junior high underwent a name change in 1979 when the school district adopted the middle school concept. Galena Park Middle School (present campus) was opened December 18, 1992 at 400 Keene Street, Galena Park, Texas 77547. We have come a long way from that one room school!

Galena Park Middle School's campus size is 1,013 students. The grade span is 6th - 8th grade, with 83.28% of the students being economically disadvantaged and 26.7% of the students being English Language Learners.

In the Texas Education Agency's 2019 Accountability Ratings, Galena Park Middle School earned a B.

STAAR Performance (Summary for all grades and subjects)

	Approches	Meets	Masters
2018	71%	36%	14%
2017	70%	32%	10%

The student population is 91.5% Hispanic, 4.6% African American, 3.2% White, and 0.7% other. Of those students, 52% are male and 48% are female with a low socioeconomic status of 83.6%. 100% of the GPMS teachers are Highly Qualified teachers and 100% of the paraprofessionals are Highly Qualified.Galena Park Middle School is one of five middle schools in Galena Park Independent School District. We currently serve students in grades six to eight. Each grade level has two teams (per grade level) serving the student population.

The overall mobility rate for the campus is approximately 6.5%, with a drop-out rate of 0.0%. The average daily attendance rate for students is 96.32%. The average daily attendance rate for staff is 96.8%.

Survey Data 2018-2019

Based on the Campus Needs Assessment, the following items were rated as the top three areas for providing improvement for the 2019-2020 school year:

1.Reading Skills, Student Achievement, and Safe School/Monitoring Students.

Based on the Campus Needs Assessment, the following items were rated as the top three areas for a safe and productive learning environment for the 2019-2020 school year:

1.School-wide discipline, Students will be safe from bullying and retaliation from reporting bullying, and Active monitoring of students.

Based on the Campus Needs Assessment, the following items were rated as the top three areas for focus in the area of college and career prep for the 2019-2020 school year:

1.Increasing career and college readiness, Reducing dropouts, and CTE-Career and Technical Education.

Based on the Campus Needs Assessment, the following items were rated as the top three areas for focus in the area of foundation curriculum for the 2019-2020 school year:

1.Co-teaching/In class support, English Language Arts, and English as a second language.

Based on the Campus Needs Assessment, the following item was selected as the two strategies to improve test scores for the 2019-2020 school year:

1.Early Interventions and Improving the curriculum.

Based on the Campus Needs Assessment, the following items were rated as the top three areas for focus in the area of enrichment and extracurricular activities for the 2019-2020 school year:

1.Student involvement in extracurricular activities, Fine Arts, and CTE-Career and Technical Education.

Based on the Campus Needs Assessment, the following items were rated as the top three areas for focus in the area counseling activities for the 2019-2020 school year:

1.Academic counseling, Social counseling, and Increase parental involvement.

Based on the Campus Needs Assessment, the following items were rated as the top three areas for focus in the area of staff development for the 2019-2020 school year:

1.Stress Management, Understanding the Needs of Students from Poverty, and Increasing Literacy.

Special Programs

Our School-wide Title I program consists of parent involvement activities, extended day for math and reading, pullout programs, Saturday School, and professional development for staff. Our State Compensatory Program (SCE) consists of after school tutorial programs for assisting at-risk students (including STAAR Tutorials), READ 180 program, a Technology Instructional Specialist (serving three computer labs), a Reading Skills teacher, and a Dyslexia teacher. Our CTE program offers Career Portals classes and Computer Applications classes. Title II funds provide GPMS with a Science Specialist. Title III funds have provided students with pullout teachers to provide focused ESL instruction (LEP students), professional development for staff members and parent involvement activities.

WHERE WE ARE GOING

Based on the data available, CPAC approved the following goals (found at the end of this plan) for the 2019 - 2020 school year. Galena Park Middle School will strive daily to make significant gains in every area of STAAR taken in every subject and every grade level. We will continue to focus on the results from the Campus Needs Assessment survey, solicit input from all stakeholders (faculty, staff and parents) and provide necessary training to meet our goals. CPAC will meet once a month to ensure the activities are being enforced to meet our goals. Galena Park Middle School will continue to have common planning times for teachers. All teachers, who are scheduled to teach the same content, will have time embed into the master schedule to allow them to plan during the school day. The campus instructional leaders/specialists will facilitate each planning session.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Ethnic Distribution	Count	Percent
	1,021	100%
African American	42	5.2%
Hispanic	964	90.4%
White	35	3.7%
Asian	1	0.01%
Two or More Races	2	0.2%

Student Demographics	Count	Percent
Female	505	48%
Male	539	52%

Student Information	Count	Percent
Economically Disadvantaged	881	86.2%
Limited English Proficient (LEP)	313	30%
Students with Disciplinary Placements	8	0.7%
At-Risk	639	62%
Mobility	104	10%
Number of Students per Teacher	15.4	N/A

Student Attendance Rate: 97%

Demographics Strengths

Galena Park Middle School is in the middle of the city of Galena Park, Texas. The majority of students walk to school and the community has a small town feeling. Of the LEP students attending Galena Park Middle School, many of the students received high school credit by taking the Spanish Credit by Exam and CCR. GPMS has implemented rewards and is constantly encouraging students to improve attendance. The instructors consistently find ways to introduce content that include the latest trends that spark students' interests. GPMS has great students who want to be at school and want to learn new concepts.

Problem Statements Identifying Demographics Needs

Problem Statement 1: We need to increase our SPED, EL, and African American population success rate a GPMS. We need to hire a more diverse staff. **Root Cause**: Co-teachers, general education and special education teachers, need to utilize one of the research based co-teach models. We could also provide professional developments for our staff throughout the school year that will portray effective ways to accommodate for their SPED and EL students. All staff need to be create culturally diverse lessons that engage our African American Students.

Problem Statement 2: We need to build stronger partnerships with our families to help us support their child's overall success; socially, academically, and emotionally. **Root Cause**: Families do not always have the resources necessary to support the needs of their children.

Student Academic Achievement

Student Academic Achievement Summary

Galena Park Middle School recieved a B in the 2019 Accountability Rating report.

2019 Performance Index:	
Student Achievement	**74**
School Progress	**63**
Relative Performance	**85**
Closing the Gap	**72**
Overall	**81 - B**

Student Academic Achievement Strengths

GPMS offers its students multiple opportunities for students to succeed. GPMS assessment data has led the district in many curricular areas, and students are growing across our campus in all areas. Our Athletic and Fine Arts programs are showing increased numbers in enrollment and are demonstrating more success.

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: More GPMS students need to achieve "Meets" and "Masters" on the state STAAR assessments , and we need more students to exit ESL based on the state TELPAS exam. We want to meet safeguards in all areas too. **Root Cause**: Interventions historically have been based on "bubble" Approaches students only, and we are still struggling to individualize our instruction across the campus.

Problem Statement 2: We need to provide more professional development on a variety of program supports though our campus, based on our specific needs and hold staff accountable for implementing the strategies learned through professional development. **Root Cause**: Teachers need to receive professional development on program supports at campus level and when teachers receive district professional development they do not always have the ability or time to implement it.

Problem Statement 3: We are allowing some students with different educational needs to fall through the cracks. **Root Cause**: Students do not get identified early enough for them to receive the academic and program support they might need, and sometimes teachers do not know how to provide

interventions to these students.

Problem Statement 4: We want all staff to encourage student literacy across campus and the whole building needs to be on the same disciplined plan. **Root Cause**: Students struggle with reading comprehension in every class, not just in their reading class We need to spend more time with our stakeholders to develop our Campus Improvement Plan. We need a common discipline plan/ policy to follow.

School Processes & Programs

School Processes & Programs Summary

All staff members receive professional development for their content areas, researched-based instructional strategies, and integration of technology. Each Department (Math, Science, Social Studies, and Language Arts) meets plan and prepare their lessons during their assigned common planning periods. These departments work closely with the district level departments to ensure the curriculum is on target, and all lessons are TEKS based for each department. Unit Tests and D.A.s are administered throughout the course of the year to assess student progress. Additionally, the SPED/EL department meets and coordinates with the Math, Science, Social Studies, and Language Arts departments to ensure the needs of the SPED/EL students are met. Teachers refer students to RtI ,and the students are assigned a case manager to assess their needs. Based upon the assessment, further investigation occurs or the students are referred for further testing.

The technology available at Galena Park Middle School includes: chromebooks, desktop computers. ipads, clickers, interactive panel, promethean boards, projectors, document cameras, and digital cameras. Every teacher on campus has access to desktop computer, document camera and a projector or interactive panel. All other technology equipment is available on a check-out or needs basis and can be used by any campus personnel. The teacher computer, projectors and document cameras are seamlessly integrated into classroom lessons on a daily basis. Our other technology equipment has been used on a regular basis for classroom lessons, staff development trainings, student projects, after school tutorials, Saturday school, and parent involvement meetings. The expectations for the use of technology is for teachers to seamlessly and creatively integrate technology into their daily lesson plans. Aside from maintaining attendance, grades and lesson plans online, all core subject teachers are expected to complete a technology project with all their students, attend technology trainings, and attain their integrated technology goal for the year.

Galena Park Middle School strives on hiring quality staff members to meet the needs of the students. The Galena Park Middle School instructional staff is 100% Highly Qualified. Our staff members are recruited by attending various job fairs throughout the state and through an intensive screening process. Galena Park Middle School has has minimal turnover in recent years with staff members. Staff attendance ranges from 96% to 97% on average.

School Processes & Programs Strengths

The majority of our teachers use technology daily to present classroom lessons and activities to students. Campus and district professional development over technology is offered on a regular basis and at various times. Campus professional development on technology is also offered upon request at a time that is convenient to the individual or group. Students have the chance to experience the importance of technology and its relevance through various means such as the Multimedia Festival, Internet Safety Activities. Students also get hands on practice using technology in their core subjects with the required TEKS aligned technology projects.

Curriculum, TEKS and assessments are aligned. The students are being acclimated more and more to the rigor of the STAAR test due to the organization, and disaggregation of data. Student data drives the campus decision making process, with a focus on what is best for the students. Department planning

embedded in the master schedule has assisted with showing improvement in district assessment data. Assessment and TTESS data assist in identifying teachers in need of assistance and support. Staff members receive coaching, focused professional development all based on student assessment data results.

Galena Park Middle School has many aspiring leaders and teacher-leaders who take initiative on a daily basis to make GPMS a successful campus. Galena Park Middle School seeks to grow leaders and strengthen quality teaching for engagement and to increase student success. There are many dedicated teachers that go above and beyond for their students.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: We need to provide more professional development on a variety of program supports though our campus, based on our specific needs and hold staff accountable for implementing the strategies learned through professional development. **Root Cause**: Teachers need to receive professional development on program supports at campus level and when teachers receive district professional development they do not always have the ability or time to implement it.

Problem Statement 2: We are allowing some students with different educational needs to fall through the cracks. **Root Cause**: Students do not get identified early enough for them to receive the academic and program support they might need, and sometimes teachers do not know how to provide interventions to these students.

Problem Statement 3: We need more student technology assess in every classroom to meet the needs of our learners. **Root Cause**: There are not enough devices to be used consistently and routinely in everyday instruction for student use.

Problem Statement 4: More GPMS students need to achieve "Meets" and "Masters" on the state STAAR assessments , and we need more students to exit ESL based on the state TELPAS exam. We want to meet safeguards in all areas too. **Root Cause**: Interventions historically have been based on "bubble" Approaches students only, and we are still struggling to individualize our instruction across the campus.

Problem Statement 5: We need to build stronger partnerships with our families to help us support their child's overall success; socially, academically, and emotionally. **Root Cause**: Families do not always have the resources necessary to support the needs of their children.

Problem Statement 6: We want all staff and students to be positive and display their best character traits at all time, and the whole building needs to be on the same disciplined plan. **Root Cause**: We need a common discipline plan/ policy to follow.

Perceptions

Perceptions Summary

Galena Park Middle School truly believes in the statement, "It takes a village to raise a child." Family and community involvement are crucial in the success of the over well-being of the students. We understand that we can not achieve this goal alone. We consistently seek to discover new ways to include family and community into our campus efforts toward the development of our children.

Galena Park Middle School has an open door policy. We welcome and value all concerns and suggestions, and take them very seriously. We aim to address them in a timely manner. It is our belief that our campus and families are a team striving for our children's success.

Galena Park Middle School believes students need to increase literacy skills across curriculum needs improvement. The discipline procedures also need improvement, so staff can be consistent in handling certain disciplinary issues. The school needs to promote widespread student participation on campus as it should be another focus. The data shows staff is supportive of each other and overall morale has been positive. Students are mostly engaged in all classes which adds to an enriched school climate of learning.

Perceptions Strengths

Galena Park Middle School has always had strong parental support, which includes volunteers on campus almost every day. Our counselors have done an excellent job offering courses that meet the needs of our families and communities. Additionally, we have offered family educational meetings conveniently during school hours of operations. However, more parents have been involved when GPMS hosts events that are not academically driven (i.e., Family Resource Night, Father/Daughter Dance, Mother/Son Dance, Parent Meetings, etc.).

Problem Statements Identifying Perceptions Needs

Problem Statement 1: We need to build stronger partnerships with our families to help us support their child's overall success; socially, academically, and emotionally. **Root Cause**: Families do not always have the resources necessary to support the needs of their children.

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Problem Statement 6: We need more student technology assess in every classroom to meet the needs of our learners. **Root Cause**: There are not enough devices to be used consistently and routinely in everyday instruction for student use.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- 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

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

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

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data

- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, and gender data
- Career and Technical Education (CTE), including coherent sequence coursework aligned with the industry-based certifications, program growth and student achievement by race, ethnicity, and gender data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- 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
- TTESS data

Parent/Community Data

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

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data

Goals

Goal 1: Galena Park Middle School will provide a safe, productive and healthy learning/working environment for students and staff.

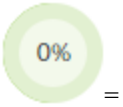
Performance Objective 1: Foundations: Teach safety practices and protocols to students and staff.

Evaluation Data Source(s) 1: In 2019-2020, GPMS will have 100% compliance in all safety policies and procedures.

Summative Evaluation 1: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Campus will conduct monthly safety drills for crisis events such as fire, tornado, lock down, shelter in place, etc.		Administrators	Stay in compliance by completing drill forms. All students and faculty are aware of emergency procedures and drills are completed effectively.	70%	60%	70%	100%
2) Train and meet with Emergency Operations Team. Participate in Tabletop Crisis preparedness meeting with district personnel.		Administrators	Emergency Operations Team is successful in participating in emergency drills and everyone is aware and demonstrates proper training.	0%	0%	100%	100%
3) Ensure proper Emergency Operations training for faculty and staff. Leaders and assigned staff will complete Emergency Operations Training Modules.		Administrators	Emergency Operations Team is successful with sharing information with faculty and staff demonstrating their knowledge of the Emergency Plan.	100%	100%	100%	100%
4) The Foundations Team will establish a duty plan for our teachers and staff to help ensure morning student safety arrival and dismissal.		Administrators and Foundations Team	Safe arrival, dismissal and learning environment for all.	100%	100%	100%	100%

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
5) Implement GPISD's Bullying Procedures policy.		Administrators and Counselors	GPMS students will feel safe and secure at our school.	15%	45%	75%	100%

= Accomplished = Continue/Modify 

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Goal 1: Galena Park Middle School will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 2: GPMS will provide a healthy environment to help staff and students be productive and thrive daily.

Evaluation Data Source(s) 2: GPMS will be 100% compliance with the district/campus Health Wellness program and HB5.

Summative Evaluation 2: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) GPMS students will have the opportunity to eat free breakfast everyday.		Administrators and Cafeteria Staff	Students will be nourished for a school day's learning.	50%	50%	75%	100%
2) GPMS will have breakfast carts stationed in different areas of the school during morning arrival.		Administrators and Cafeteria Staff	Students will have the opportunity to grab breakfast in different areas of the school building.	55%	60%	100%	100%
3) GPMS will have breakfast carts visit every 1st period to ensure all students have the opportunity to eat breakfast.		Administrators and Cafeteria Staff	Students will have the opportunity to eat breakfast in 1st period.	50%	65%	100%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 1: Galena Park Middle School will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 3: Foundations: GPMS will implement a school wide discipline procedures and protocols.

Evaluation Data Source(s) 3: GPMS will decrease the number of office referrals.

Summative Evaluation 3: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Our teachers and staff will follow the campus discipline flow chart.		Administrators and Team Leaders	Create a safe learning environment for all.	55%	60%	80%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 1: Galena Park Middle School will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 4: GPMS will implement a comprehensive health and wellness program.

Evaluation Data Source(s) 4: Our students will practice healthy habits.

Summative Evaluation 4: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) In P.E. classes student will complete all five components of Fitness Gram and/or Fitness Test.		P. E. Coaches	Students will have opportunities to be active and fit.	0%	0%	0%	
2) P. E. classes will emphasize healthy habits.		P. E. Coaches	Students will have opportunities to be active and fit.	10%	50%	80%	100%
3) GPMS students will participate in the districts's Random Student Drug Testing.		Administrators	Students will be drug free.	10%	50%	85%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 2: Galena Park Middle School will provide effective counseling services, opportunities and information to assist students in preparing for college and careers.

Performance Objective 1: GPMS will provide 6th-8th grade students with multiple college and career preparation and awareness opportunities.

Evaluation Data Source(s) 1: Our students will become more knowledgeable of different college and career opportunities.

Summative Evaluation 1: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) GPMS students and parents will receive college information during GPMS open house night during our Fall semester.		Administrators and Counselors	Students are parents will have college information and programs.	0%	100%	100%	100%
2) 7th Grade students will attend GPMS Career Day in the Spring Semester.		Counselors	Student awareness of careers that spark their interests.	0%	0%	0%	
	Funding Sources: 199 - Local - 0.00						
3) 21st Century Classrooms: Eighth grade students will meet with counselors to complete their personal graduation plans. All 8th grade students will participate in a College and Career Readiness course.		Counselors	8th grade students will complete graduation plans and receive middle and high school credit.	15%	15%	70%	
4) All 8th graders will complete the Career Interest Survey.		Counselors	Students will be able to explore and research careers that they are interested in.	0%	0%	55%	
5) GPMS will continue to increase the number of PAP students by increasing encouragement to enroll and using STAAR data.		Campus Specialists, Counselors and Administrators	GPMS will increase student PAP enrollment .	50%	60%	75%	100%
6) 21st Century Classrooms: All 7th grade students will participate in the ThinkCERCA course.		Counselors	Students will have an additional literacy platform to help improve student growth.	100%	100%	100%	100%

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
7) Students will have opportunities to participate in high school credit courses.		Counselors	Students will receive high school credit.	60%	60%	85%	100%
8) Native Spanish speakers will have the opportunity to receive high school credit.		Spanish teacher and Counselors	Students will receive high school credit.	10%	50%	70%	100%
9) Eighth grade students will have the opportunity to learn about CTE certifications and tour GPHS/Early College facility in the spring to assist them with making decisions on their possible CTE path.		Counselors, GPHS/Early College and CTE.	Increased completion of CTE certifications at GPHS/Early College	20%	50%	100%	100%
10) Eighth grade students will have the opportunity to attend the ECHS interest meetings and orientation.		Counselors and ECHS staff	Share information to our 8th grade students about ECHS.	10%	20%	100%	100%

100% = Accomplished = Continue/Modify 0% = No Progress = Discontinue

Goal 2: Galena Park Middle School will provide effective counseling services, opportunities and information to assist students in preparing for college and careers.

Performance Objective 2: GPMS will provide comprehensive counseling to students.

Evaluation Data Source(s) 2: GPMS students will practice good character.

Summative Evaluation 2: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide personal/social, career, and academic counseling to individuals, small groups, and classes.		Counselors	Students will feel safe and will practice good character habits.	10%	50%	65%	100%
2) Provide focused small group counseling for students in order to address specific issues, i.e victims of violence, drug/alcohol abuse, loss of family member, etc.		Counselors	Provide comfort and trust between the counselors, campus and students.	15%	50%	75%	100%
3) GPMS will actively assist the needs of our McKinney Vento students.		PIEMS Clerk, Counselors and Administrators	All McKinney Vento students will be identified and services will be given.	15%	45%	80%	100%
4) The Communities in Schools coordinator will actively seek student participation.		Communities in School Coordinator	Student needs and interests will be met.	15%	55%	85%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 3: Galena Park Middle School will ensure student growth in the tested areas.

Performance Objective 1: All tested areas will score an of average "C" or higher for Approaches, Meets, and Masters.

Evaluation Data Source(s) 1: District and state assessments

Summative Evaluation 1: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) All students will improve their academic performance in all core areas (ELA/Reading, Math, Science, Social Studies) by implementing a new master schedule. 1. Math & Reading Plus classes 2. Reading and Writing classes 3. Reading Strategies course 4. Classes designed to focus on monitoring SPED, Dyslexia, and LEP students. 5. Co-Teach, In-class Support and Resource classes 6. Increase Pre-AP enrollement and participation.		Counselors, Campus Administrators	Master Schedule, and district/campus assessment performance improvement	55%	75%	90%	100%
	Funding Sources: 285 - Title IV - 0.00, 199-30 - SCE - 0.00						
2) Disaggregate STAAR, district/campus data and use information to determine: (1) trends in student strengths and weakness (2) curricular and instructional strengths and weaknesses (3) campus-wide and individual student intervention and remediation plans to improve student achievement		Campus Specialists, District SPED and Department Chairs	District and campus data meetings with core area departments, one-on-one data meetings with specialist/administrator and Core teachers; Campus, district and STAAR performance improvement	50%	60%	80%	100%
	Funding Sources: 285 - Title IV - 0.00, 199-30 - SCE - 0.00						

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 3: Galena Park Middle School will ensure student growth in the tested areas.

Performance Objective 2: 21st Century Classrooms: Provide technology support to all classes.

Evaluation Data Source(s) 2: Teachers will lead 21st Century classrooms.

Summative Evaluation 2: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Instructional technology skills will be taught across the curriculum in all core classes.		Campus Technology Instructional Specialist	Lesson plans, student work, student technology performance, and student data.	30%	45%	75%	100%
2) Instructional Technology Project-Based Lessons will be taught in core classes and in technology classes.		Campus Technology Instructional Specialist	Lesson plans, student work, student technology performance, and student data.	40%	50%	80%	100%
3) Student access to technology and implementation technology-based lessons will increase through: 1. Access to all 4 computer labs and chromebook cart checkout. 2. Use of iPads and chromebooks across all grade levels. 3. Additional training for staff in effective, efficient instructional technology usage.		Campus Technology Instructional Specialist	Lesson plans, student work, student technology performance, and student data.	25%	50%	70%	100%
	Funding Sources: 199-23 - Special Education - 0.00, 199 - Bilingual - 0.00, 285 - Title IV - 0.00						
4) Students will be able to access technology resources from home through the GPMS web page. TIS will continue to offer Google Classroom training to teachers to increase the use in classrooms and at home.		Campus Technology Instructional Specialist	Student will have more productivity on assignments and projects by having extended opportunities to access for technology away from school.	20%	50%	70%	100%

100% = Accomplished = Continue/Modify 0% = No Progress = Discontinue

Goal 3: Galena Park Middle School will ensure student growth in the tested areas.

Performance Objective 3: All sub-pops will receive the appropriate accommodations and modifications.

Evaluation Data Source(s) 3: District and state assessments.

Summative Evaluation 3: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Teachers will identify their special populations students (SPED, ELL, 504, RTI, etc.)		Administrators	Students will receive appropriate accommodations and modifications during both daily instruction and assessments.	15%	55%	75%	100%
2) SPED students will be able to receive additional support through a researched-based co-teach model, In-class support and/or resource courses.		Administrators	SPED students will have the adequate support in classes to help them be successful.	50%	50%	75%	100%
3) ELL students will receive additional support through researched-based Sheltered Instruction and provide an ESL class to all ELL students.		Administrators, Counselors and Campus Instructional Specialists	ELL students will have the foundation and appropriate instruction to help support their language barriers.	50%	55%	85%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 3: Galena Park Middle School will ensure student growth in the tested areas.

Performance Objective 4: Students will receive appropriate interventions based on their individualized needs.

Evaluation Data Source(s) 4: Student will receive the additional support to help ensure student success.

Summative Evaluation 4: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Students who failed STAAR Math and Reading will be placed in Math and Reading Plus courses.		Administrators, Counselors and Campus Specialists	Increase the number of students who will reach Approaches on state assessments.	65%	100%	100%	100%
2) Students will attend targeted tutorials based on data driven decisions.		Administrators, teachers and Campus Specialists	Increase the STAAR letter grade.	45%	65%	75%	100%
	Funding Sources: 199-30 - SCE - 0.00						
3) All students will be invited to attend STAAR Saturday.		Administrators, teachers, and Core Specialists	Increase the percentages of students that achieve Approaches, Meets, and Masters.	0%	0%	0%	→
	Funding Sources: 199 - Local - 0.00						
4) Students will receive interventions: 1. Push-ins 2. Pull-outs 3. Team teaching and group rotations . 4. After School Tutorials		Administrators, teachers, and Core Specialists	Increase the STAAR letter grade.	15%	50%	80%	→
	Funding Sources: 285 - Title IV - 0.00						
5) GPMS will provide Saturday School for students who fail an academic course for the nine weeks.		Administrators and Saturday School Coordinator	Provide tutorials for students who under perform in all academic areas.	0%	55%	75%	100%
	Funding Sources: 199-30 - SCE - 0.00, 199 - Local - 0.00						

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 4: Galena Park Middle School will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

Performance Objective 1: Enhance the quality of fine arts programs.

Evaluation Data Source(s) 1:

Summative Evaluation 1: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Promote Fine Arts classes to all students. - Pentathlon -Spanish -College Career Readiness -Dance -Cheer -Athletics		Counselors and Sponsors	Awareness of fine arts programs on campus and increase the number of participation.	55%	60%	75%	100%
	Funding Sources: 199 - Local - 0.00						
2) Increase the number of students participating in UIL sponsored events by having UIL sponsors recruit student participants in the fall semester.		UIL Sponsors	Awareness of fine arts programs on campus and increase the number of participation.	40%	50%	100%	100%
3) College and Career Readiness and Think Tank classes will use chrome books to successfully implement the curriculum. The curriculum will prepare students for high school.		CCR, ThinkTank teachers, counselors and administrators	The curriculum will prepare students for high school.	5%	50%	75%	100%

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 4: Galena Park Middle School will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

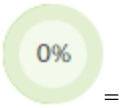
Performance Objective 2: Offer multiple enrichment and extra-curricular opportunities available for students.

Evaluation Data Source(s) 2:

Summative Evaluation 2: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) All clubs and organizations will actively recruit students. They will sponsor and or participate in campus/community activities throughout the year.		Administrators	Activity logs, student enrollment data with an increase in groups that do not have a maximum number such as dance and cheer	40%	50%	70%	100%
2) Campus will increase the number of students participating in competitive activities/events and improve performance in activities such as: 1. Academic UIL 2. Essay Contests 3. Spelling and Geography Bee 4. Multimedia Festival 5. Rodeo Art Technology 6. Dance 7. Cheer 8. Communities in Schools 9. Teen Leadership 10. Athletics (football, volleyball, etc.)		Administrators and sponsors	List of competitions, events, results and awards	25%	55%	85%	100%
3) Math and Science/Pentathlon team will compete. A preparation class will be provided in the master schedule.		Counselors, Administrators	Contest lists and favorable student results and achievement, master schedule	60%	60%	100%	100%
	Funding Sources: 199 - Local - 0.00						
4) GPMS will post campus activities for students/parents on the marquee, Facebook and on the web site.		Website manager, Campus Communicator and Secretary	Website, campus calendars have the latest information.	60%	70%	80%	100%

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May

= Accomplished = Continue/Modify 

= No Progress = Discontinue

Goal 4: Galena Park Middle School will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

Performance Objective 3: Provide all middle school students with PE, Music, and Art weekly.

Evaluation Data Source(s) 3:

Summative Evaluation 3: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Meet quarterly with club sponsors to ensure student and sponsors' needs are being met by the campus.		Administrators	Maintain and support current clubs to promote continuation	35%	55%	75%	100%
2) In August 2019, encourage all teachers to get involved and start a new non-existent club on campus.		Administrator	Increase the number of clubs on campus	70%	75%	100%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 4: Galena Park Middle School will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

Performance Objective 4: Offer a wide variety of extracurricular student clubs.

Evaluation Data Source(s) 4:

Summative Evaluation 4: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Administer Fitness Gram during Physical Education classes		PE Teachers	Promote an increase in student physical activity	0%	0%	0%	
2) Offer different electives and extracurricular activities to all students. 1. Athletics (football, volleyball, etc.) 2. Teen Leadership 3. Spanish 4. Art 5. Choir 6. Band 7. Dance 8. Cheer 9. Christian Athletes 10. UIL 11. Pentathlon		Counselors	All students are taught the importance of being involved in school activities.	20%	85%	85%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 5: Galena Park Middle School will have 97% or higher staff attendance rate.

Performance Objective 1: Attendance: Implement strategies to monitor and increase staff attendance.

Evaluation Data Source(s) 1:

Summative Evaluation 1: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) All absences will be reported directly to the principal for approval. Daily staff attendance report will be sent to the principal.		Principal, School Secretary	Staff attendance rate of 97.5%.	60%	75%	90%	100%
2) Regular incentives programs, celebrations for teacher attendance will be implemented. This will include items such as: jean days, perfect attendance recognition at monthly faculty meetings, awards, recognition in campus communications, short term contests/challenges, etc.		Administrators, School Secretary	Staff attendance rate of 97.5%.	10%	35%	80%	100%
	Funding Sources: 199 - Local - 0.00						

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 6: Galena Park Middle School will provide opportunities for parental/community involvement and business partnership.

Performance Objective 1: Provide multiple parental involvement opportunities and maintain compliance with all Title I Parent Involvement requirements.

Evaluation Data Source(s) 1:

Summative Evaluation 1: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Recruit volunteers and maintain an active PTA membership that participates in community service activities.		Administrators, PTA President	Increase in parental involvement and communication.	40%	50%	80%	100%
2) Conduct parent at least 5 parent meetings per year.		GPMS Counselors	Increase in parental involvement and communication.	20%	45%	70%	100%
3) Recruit parents to serve on Campus Planning & Advisory Committee (CPAC) to provide feedback for overall school improvement and decision-making.		Principal	Parents will be involved in our decision making process.	55%	60%	90%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 6: Galena Park Middle School will provide opportunities for parental/community involvement and business partnership.

Performance Objective 2: Provide multiple communication channels with parents, students and the community to help market our school.

Evaluation Data Source(s) 2:

Summative Evaluation 2: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) GPMS will frequently communicate with parents and community through the following: 1. Letters 2. Phone calls 2. Campus newsletter 3. Updated Website 4. Key communicator 5. Facebook 6. Updated Marque		Administrators, Campus Key Communicator	Letters, phone logs, news letters, website, callout, key communicator logs and social media history	50%	60%	85%	100%
	Funding Sources: 199 - Local - 0.00						
2) Assist parents in how to use Skyward's Family Access to have the ability to follow their student's progress throughout the year.		TIS, Counselors, Teachers, Administrators	Increased parental involvement	20%	45%	85%	100%
3) Communicate with parents/community members in English and Spanish regarding student progress/performance, upcoming events, and other school issues on a regularly scheduled basis through traditional means and electronic media.		All Staff	Increased parental involvement	50%	60%	85%	100%

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 6: Galena Park Middle School will provide opportunities for parental/community involvement and business partnership.

Performance Objective 3: Create a strong relationship with our business partners.

Evaluation Data Source(s) 3:

Summative Evaluation 3: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Invite business leaders and other community members to serve on the CPAC.		Principal	Community and staff members will participate in CPAC.	100%	100%	100%	100%
2) Provide public recognition to all business partners who support our instructional needs.		Principal	Increased relationships with business partners.	35%	55%	85%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 6: Galena Park Middle School will provide opportunities for parental/community involvement and business partnership.

Performance Objective 4: Connect parents and businesses with GPMS Communities in School's coordinator.

Evaluation Data Source(s) 4:

Summative Evaluation 4: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Create partnerships with local businesses to serve the needs of our students.		Administrators, Counselors, Communities in Schools	Students will receive needed support and services from our Community in School's coordinator.	25%	45%	70%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 7: Galena Park Middle School will ensure high quality staff is employed.

Performance Objective 1: Ensure all employees are provided professional development to increase and support job performance and staff retention.

Evaluation Data Source(s) 1:

Summative Evaluation 1: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Teachers will attend frequent campus level and off campus professional development sessions.		Instructional Specialists and Administrators	Certificates of completion and credit earned, lesson plans, observed classroom implementation	50%	55%	75%	100%
	Funding Sources: 199-23 - Special Education - 0.00						
2) Teachers are provided with departmental and team planning time.		Team Leaders and Department Chairs	Meeting minutes, lesson plans, observed lessons with critical thinking, and rigorous, TEKS-based instruction differentiated to meet the needs of diverse learners	55%	65%	80%	100%
3) Provide training to the GPMS Faculty on Fundamental 5, conduct Powerwalks, and conduct coaching conferences to respond to the data collected during.		Instructional Leadership Team	Teachers are implementing Fundamental 5 strategies.	50%	70%	80%	100%
4) Provide teacher training in order to gain insight into effective teaching techniques for students' success in working with our different populations of students (SPED, LEP, Pre-AP, GT, 504, etc.)		Instructional Leadership Team	Effective lessons for students needing accommodations and modifications.	25%	45%	75%	100%
5) Teachers will have opportunities to participate in off campus training programs.		Administrators	Teachers will develop their skills and grow in their profession.	45%	55%	75%	100%
	Funding Sources: 199 - Local - 0.00						
6) Core teachers will receive instructional coaching.		Instructional Specialists	Teacher effectiveness will increase, and student achievement will increase.	40%	55%	75%	100%

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
7) All teachers will receive job embedded coaching by their personal appraiser.		Instructional Leadership Team	Students achievement will increase and teacher effectiveness will increase.	40%	50%	65%	100%
8) GPMS will create a culture of literacy across the campus.		Instructional Leadership Team	Students will read and write daily in every classroom.	45%	55%	70%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 7: Galena Park Middle School will ensure high quality staff is employed.

Performance Objective 2: Provide enhanced leadership development for all staff.

Evaluation Data Source(s) 2:

Summative Evaluation 2: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Build leadership capacity though the Campus Leadership Team.		Administrators	Staff will serve in different leadership capacities.	40%	50%	80%	100%
	Funding Sources: 199 - Local - 0.00						
2) GPMS will nominate aspiring leaders to the Aspiring Leaders Academy.		Administrators	Teachers attend AAA at district and monthly campus meetings.	100%	100%	100%	100%

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 7: Galena Park Middle School will ensure high quality staff is employed.

Performance Objective 3: Recruit and retain highly qualified staff.

Evaluation Data Source(s) 3:

Summative Evaluation 3: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Participate in the job fair and provide supplemental recruitment materials to attract highly qualified candidates.		Administrators, Campus Leadership Team	Secure letters of intent from highly qualified teachers at job fairs in the Spring and ensure certificates of completion for all staff.	10%	30%	80%	100%
	Funding Sources: 199 - Local - 0.00						
2) Create an "onboarding" process to introduce new staff to our school and district culture, goals, and programs.		Administrators and Lead Mentor Teacher	Highly qualified teachers will be retained.	30%	40%	70%	100%

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 8: Galena Park Middle School will provide superior operational services to best support students and staff success.

Performance Objective 1: 21st Century Classrooms: Evaluate current assets and develop a plan to repair and/or replace equipment in a timely manner.

Evaluation Data Source(s) 1:

Summative Evaluation 1: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Replace furniture as needed to ensure student and staff safety.		Principal	Campus furniture will accommodate campus needs.	30%	45%	75%	100%
	Funding Sources: 199 - Local - 0.00						
2) Report in a timely manner any equipment that is in need of repair.		Principal	GPMS will continue to be a well-kept building that is safe and secure.	25%	40%	80%	100%
3) Build a plan to provide student technology assess in every classroom every day of the school year.		Administrators, Specialists, and TIS	Students will become accustom to using technology as part of their everyday learning.	20%	50%	65%	100%
	Funding Sources: 199-23 - Special Education - 0.00, 199 - Bilingual - 0.00, 199 - Local - 0.00, 285 - Title IV - 0.00						
4) Update our school library.		Administrators and Librarian	Students will have an environment conducive to reading.	20%	35%	80%	100%
	Funding Sources: 199 - Local - 0.00						

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 8: Galena Park Middle School will provide superior operational services to best support students and staff success.

Performance Objective 2: Achieve high customer satisfaction by providing excellent customer service to both internal and external customers.

Evaluation Data Source(s) 2:

Summative Evaluation 2: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Train all staff on exceptional customer service.		Administrators	Higher level of customer service for all staff and community.	20%	50%	85%	100%
2) Training our faculty and staff on how to deal with aggressive parents and students.		Administrators	Increased rate of effectively dealing with aggressive parents and students.	25%	40%	85%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 8: Galena Park Middle School will provide superior operational services to best support students and staff success.

Performance Objective 3: Ensure efficient and effective use of district resources in order to best support students and staff.

Evaluation Data Source(s) 3:

Summative Evaluation 3: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Principal will meet regularly with the financial clerk to ensure proper budgetary planning, allocation of proper use of all funding, and proper alignment to our CIP occurs.		Principal; Principal Secretary	Budget expenditures align to campus instructional needs.	20%	55%	75%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 8: Galena Park Middle School will provide superior operational services to best support students and staff success.

Performance Objective 4: Ensure that GPMS has zero testing irregularities.

Evaluation Data Source(s) 4:

Summative Evaluation 4: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Follow all laws and testing policies and procedures.		Principal and Testing Coordinators	We will not have any testing irregularities.	25%	40%	80%	100%

= Accomplished

= Continue/Modify

= No Progress

= Discontinue

Goal 9: Galena Park Middle School will achieve a 97% or higher student attendance rate, utilizing the $5616.00 Attendance Incentive Plan allotment from the 2018-2019 96.9% goal.
2019-2020 ENROLLMENT 1,103 CPAC Approval Date: 9/30/19
Total Allocation: $5616.00

Performance Objective 1: Increase student attendance percentage to 97.4% or higher for the 2nd 6 Weeks Period from the 2018-2019 97.3 %.

Evaluation Data Source(s) 1: Increased Parental Awareness of student attendance
Skyward Attendance Data
School Status
Raw Wee
Improved ADA
Problem Solving Statement: Lack of parental understanding of the importance of students attending school.
Root Causes: Parents are not informed in an early enough manner to understand the need to make sure students go to school daily.

Summative Evaluation 1: Met Performance Objective

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
TEA Priorities Build a foundation of reading and math Improve low-performing schools **ESF Levers** Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 1) -Administrators calling parents and students and having appropriate attendance conferences - Attendance Kick Off to include a video detailing the importance of student attendance shared at the Open House with parents and students. - A power point discussing the facts regarding attendance and how it affects a child's learning and development	2.4, 2.5, 2.6, 3.1, 3.2	9/30-11/1 Administrators calling parents and students monitored by all admin / Nunez/ Ramirez All Parent meetings will include a student attendance information component monitored by Galvan/Davis/	- Increased student ADA - Increased parent awareness - Increased student awareness - Increased teacher awareness and assistance with encouraging students to attend - Intended Impact of Attendance Party is to increase ADA for GPMS	25%	50%	75%	100%

- A raffle for students that had perfect attendance so far to take place whereby parents submitted the names of their students if they had not been absent so far. -All Parent meetings will include a student attendance information component -GPMS Facebook page will regularly post the importance of school attendance Parent Recognition on Facebook for student attendance recognition Attendance facts posted by attendance office CIS workers to work with students with chronic absenteeism Distribute literature promoting the importance of attendance awareness at school parent events Fall attendance Incentive Party #1 in November Monthly Attendance Challenge September grade level with the best ADA October each grade level with the best Team ADA November best ADA among boys and girls December top class with the best 3rd period ADA January best 1st period teacher with the fewest tardies February best improved attendance for students with 3 or more absences plus those with 2 or less absences March class with the best ADA 4th period teacher and students get free dress April class with the best ADA 8th period teacher and students get free dress May Students with the best ADA among the grade levels Gift Card Raffle for students with perfect attendance and improved attendance Daily announcements for the Fall Attendance Party starting September 24th - December 6th. Students will be monitored for missing more		Kelley GPMS Facebook page will be monitored by Kelley/Wagner Parent Recognition on Facebook monitored by Kelley/Wagner Attendance facts monitored by Kelley CIS to work with chronically absent students to be monitored by Reyes / Nunez / Kelley Distribute literature promoting the importance of attendance awareness at school parent events to be monitored by Kelley Fall Attendance Incentive to be monitored by Kelley and Nunez Monthly Attendance Challenges to be monitored by Kelley and Nunez Students with perfect and					

than 3 days using RAA WEE Attendance Officer Visits -Students will have bi -monthly Friday and Monday Attendance dress up Gold Days to increase Monday and Friday attendance after Holidays and weekends. Utilize School Status each 6 weeks to get specific needed attendance data by grade level, most chronic absenteeism, etc.		improved attendance will be monitored by Nunez and Kelley Kelley and Nunez to monitor students for the Attendance Party Students with 3 or more absences will be monitored by their grade level AP using RAA WEE Attendance Officer visits to be monitored by AP/ Officer Doyle or ASAP officer/ Nunez					
2) Attendance Bash Weekly Drawing				40%	40%	50%	100%
	Funding Sources: 199 - Attendance Incentive Allocation - 2290.00						
3) Attendance Bash Weekly Drawing				35%	35%	50%	100%
	Funding Sources: 199 - Attendance Incentive Allocation - 2290.00						

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 9: Galena Park Middle School will achieve a 97% or higher student attendance rate, utilizing the $5616.00 Attendance Incentive Plan allotment from the 2018-2019 96.9% goal.
2019-2020 ENROLLMENT 1,103 CPAC Approval Date: 9/30/19
Total Allocation: $5616.00

Performance Objective 2: Increase student attendance percentage to 97.3% or higher for the 3rd 6 Weeks Period from the 2018-2019 97.2%.

Evaluation Data Source(s) 2: Increased Parental Awareness of student attendance
Skyward Attendance Data
School Status
Raw Wee
Improved ADA
PS: Monday and Friday attendance percentages are consistently lower than Tuesday through Thursday.
RC: Students begin taking extended weekends in combination with holidays.

Summative Evaluation 2: Met Performance Objective

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
TEA Priorities Improve low-performing schools **ESF Levers** Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 1) -Students will have bi -monthly Friday and Monday Attendance dress up Gold Days to increase Monday and Friday attendance after Holidays and weekends. October 4th October 28th November 22nd December 2nd -Continuation of Attendance Challenges among students Monthly -Create a list of top 3 chronic students per grade level with attendance concerns (Student Attendance Club) and develop an attendance improvement plan with them specifically based off of awareness and incentives * free dress * GPMS apparel * Attendance Bash entry * Lunch provided -Weekly Gift Card Attendance Raffle if still allowed dates will depend on allotment for attendance from district -Grade Level with the best Monday and Friday data and or the 3rd period attendance % will have music played in the cafeteria during lunch -Continuation of monthly monitoring of student attendance for students missing 3 or more days -Attendance Officer Visits	2.4, 2.5, 2.6, 3.1, 3.2	11/4 - 12/20 Attendance Black and Gold Days to be monitored by Kelley Continuation of Attendance Challenges among students to be monitored by Kelley Student Attendance Club to be monitored by Kelley Attendance Raffle to be monitored by Nunez / Gutierrez/ Nava/ Kelley Grade level Monday and Friday data and 3rd period data will be monitored by Kelley Students to be monitored by grade level AP's with RAA WEE Attendance Officer visits to be monitored by AP/ Officer Doyle or ASAP officer/ Nunez	Students will not miss as many days after the weekend and Holidays - Increased student ADA - Continued monthly student monitoring RAA WEE	45%	60%	75%	100%

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
2) Students that are in the Attendance Club that meet their attendance goal will get a GPMS Hoodie. 15X20 Students that win the drawing for improved attendance will get a GPMS hoodie or GPMS T-Shirt. 25x15				25%	50%	75%	100%
	Funding Sources: 199 - Attendance Incentive Allocation - 675.00						

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 9: Galena Park Middle School will achieve a 97% or higher student attendance rate, utilizing the $5616.00 Attendance Incentive Plan allotment from the 2018-2019 96.9% goal.
2019-2020 ENROLLMENT 1,103 CPAC Approval Date: 9/30/19
Total Allocation: $5616.00

Performance Objective 3: Increase student attendance percentage to 96% or higher for the 4th 6 Weeks Period from the 95.8% from 2018-2019.

Evaluation Data Source(s) 3:
Increased Parental Awareness of student attendance
Skyward Attendance Data
School Status
Raw Wee
Improved ADA
PS: Student attendance decreases during the Winter months.
RC: Students miss as a result of cold and flu season as well as bus riders staying home when it is raining and cold.

Summative Evaluation 3: Met Performance Objective

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
TEA Priorities Recruit, support, retain teachers and principals Improve low-performing schools **ESF Levers** Lever 3: Positive School Culture 1) -Attendance Raffle for GPMS apparel for students with improved ADA from 1st semester to 2nd semester (zero absences compared to 3 or more as of 2/21) - Attendance Gold Ribbon Week January 13th - January 17th - Nerd day Monday 13th - Twin day Tuesday 14th - Wacky Wednesday 15th Tacky Day Crazy hair, socks, shoes,hats - Attendance Gold and Black day Thursday 16th - Spirit Day Friday 17th -Continuation of Monthly student monitoring - Continuation of monthly attendance challenges - Pickles and Ring Pops for students with 1 or less absences for the 4th 6th weeks (January 7th - February 21st) - Student versus Teacher Attendance Challenge for the month of February - Monthly Attendance Quotes on announcements -Monitor student suspensions and make sure another more appropriate consequence can't be given to reduce OSS. - Regularly monitor student attendance -Students will have bi -monthly Friday and Monday Attendance dress up Gold Days to increase Monday and Friday attendance after Holidays and weekends.	2.4, 2.5, 2.6, 3.1, 3.2	1/7-2/21 - Attendance Raffle to be monitored by Kelley - Attendance Gold Ribbon Week to be monitored by Kelley and campus teachers - Continuation of monthly student monitoring AP's/ ASAP officer/ Nunez Pickles and Pops to be monitored by Nunez and Kelley - Student versus Teacher Attendance monitored by Nunez/ Kelley - Quotes to be monitored by Kelley -OSS to be monitored by all AP's	Students will not miss as many days after the weekend and Holidays - Increased student ADA - Continued monthly student monitoring RAA WEE	40%	55%	80%	100%
2) Students will receive Pickles and Ring Pops if they have 1 or less absences for the 4th 6 weeks. Jan 7				15%	50%	75%	100%
	Funding Sources: 199 - Attendance Incentive Allocation - 226.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
3) Students will receive Pickles and Ring Pops if they have 1 or less absences for the 4th 6 weeks. Jan 7				25%	55%	75%	100%
	Funding Sources: 199 - Attendance Incentive Allocation - 226.00						

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 9: Galena Park Middle School will achieve a 97% or higher student attendance rate, utilizing the $5616.00 Attendance Incentive Plan allotment from the 2018-2019 96.9% goal.
2019-2020 ENROLLMENT 1,103 CPAC Approval Date: 9/30/19
Total Allocation: $5616.00

Performance Objective 4: Increase student attendance percentage to 96.8% or higher for the 5th 6 Weeks Period from the 96.7% of 2018-2019.

Evaluation Data Source(s) 4: Increased Parental Awareness of student attendance
Skyward Attendance Data
School Status
Raw Wee
Improved ADA
PS: Student Discipline increases
RC: Students are being suspended from school more than the 1st-4th 6 weeks of school.

Summative Evaluation 4: Some progress made toward meeting Performance Objective

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
TEA Priorities Build a foundation of reading and math **ESF Levers** Lever 3: Positive School Culture Lever 4: High-Quality Curriculum 1) Attendance Party #2 * no absences * can't leave school early for dr. or dental apt. - Continuation of Facebook Attendance Awareness and GPMS website Awareness - Monthly Attendance Quotes on announcements - Stress the importance with students that they must be present for all STAAR assessments and Semester Exams with stakeholders on Facebook and GPMS website Monitor student suspensions and make sure another more appropriate consequence can't be given to reduce OSS. -Students will have bi -monthly Friday and Monday Attendance dress up Gold Days to increase Monday and Friday attendance after Holidays and weekends. RAA WEE student monitoring	2.4, 2.5, 2.6, 3.1, 3.2	2/24-4/9 All Attendance activities to be monitored by Kelley/ Nunez - OSS to be monitored by grade level AP's - RAA WEE grade level AP will continue to monitor student attendance	Students will not miss as many days after the weekend and Holidays - Increased student ADA - Continued monthly student monitoring RAA WEE	40%	50%	75%	→
2) Spring Attendance Bash for students with no absences or tardies. The Bash will also be for those students that are in the Attendance Club that have met their improved attendance goal.				15%	15%	75%	→
	Funding Sources: 199 - Attendance Incentive Allocation - 2175.00						
3) Spring Attendance Bash for students with no absences or tardies. The Bash will also be for those students that are in the Attendance Club that have met their improved attendance goal.				20%	20%	75%	→
	Funding Sources: 199 - Attendance Incentive Allocation - 2175.00						

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 9: Galena Park Middle School will achieve a 97% or higher student attendance rate, utilizing the $5616.00 Attendance Incentive Plan allotment from the 2018-2019 96.9% goal.
2019-2020 ENROLLMENT 1,103 CPAC Approval Date: 9/30/19
Total Allocation: $5616.00

Performance Objective 5: Increase student attendance percentage to 96.6% or higher for the 6th 6 Weeks Period from the 96.58% of 2018-2019.

Evaluation Data Source(s) 5: Increased student attendance on Skyward,
RAA WEE, and School Status reports.
Skyward Attendance Data
School Status
Raw Wee
Improved ADA
PS: Student attendance decreases due to lack of motivation and school fatigue.
RC: Students begin the stretch of DA's, Unit Tests; STAAR, and become burned out resulting in days missed for a break.

Summative Evaluation 5: Some progress made toward meeting Performance Objective

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction 1) - Continuation of Monthly Attendance Challenges - Student versus Teacher Attendance Challenge for the month of May -Attendance Challenge for students for April and May - Monthly Attendance Quotes on announcements - Stress the importance with students that they must be present for all STAAR assessments and Semester Exams with stakeholders on Facebook and GPMS website - Monitor student suspensions and make sure another more appropriate consequence can't be given to reduce OSS. - Attendance Party #2 Date May 15th or May 22 -Students will have bi -monthly Friday and Monday Attendance dress up Gold Days to increase Monday and Friday attendance after Holidays and weekends.	2.4, 2.5, 2.6, 3.1, 3.2	All 6th weeks activities to be monitored by Kelley/ Nunez/	Students will not miss as many days after the weekend and Holidays - Increased student ADA - Continued monthly student monitoring RAA WEE	40%	50%	75%	

100% = Accomplished | = Continue/Modify | 0% = No Progress | = Discontinue

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

Part of our CNA was developed utilizing the data from a staff survey. The other components were developed by eight campus committees. Teachers were divided into teams of eight different committees that corresponded to the ESSA Title 1 categories. Committees reviewed data pieces and determined campus needs based on these information sources. Their needs assessment was turned into the CPAC.

Meeting dates:

April 12, 2018

May 25, 2018

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

Committee teams met to discuss the needs in each one of their categories. Based on data pieces and survey information, committees came up with root causes and problem statements. They analyzed performance objectives for each goal and the strategies that went along with them based on the problem statements and root causes.

Jarrett Johnson	jjohnon@galenaparkisd.com	Administrator	
Margo Kelley	mkelley@galenaparkisd.com	Administrator	Edit Delete
Elizabeth Nava	enava@galenaparkisd.com	Administrator	Edit Delete
Lee Ramirez	lramirez@galenaparkisd.com	Administrator	Edit Delete
Brittany Bray	bbray@galenaparkisd.com	ELA Teacher	Edit Delete
Erica Ortiz	eortiz@galenaparkisd.com	ESL Teacher	Edit Delete
Misty Hummel	mhummel@galenaparkisd.com	Specialist	Edit Delete
Azalea Wagner	awagner@galenaparkisd.com	Science Teacher	Edit Delete
Helina Bedasa	hbedasa@galenaparkisd.com	Science Teacher	Edit Delete

Evelyn Flores	evflores@galenaparkisd.com	Math Teacher	Edit Delete
Jose Merino	jmerino@galenaparkisd.com	Math Teacher	Edit Delete
Johnnie Price	jpprice@galenaparkisd.com	S.S. Teacher	Edit Delete
Jodie Gonzales	jlgonzales@galenaparkisd.com	S.S. Teacher	Edit Delete
Joey Espinoza	jdespinoza@galenaparkisd.com	SpEd Paraprofessional	Edit Delete
Juliette Reynolds	jreynolds@galenaparkisd.com	SpEd Teacher	EditDelete

2.2: Regular monitoring and revision

The CIP will be monitored at least quarterly and discussed at every CPAC meeting. If there are any edits necessary, the final decisions will go through the CPAC for approval.

CPAC Meeting Dates 2018-19:

September 25, 2018

November 27, 2018

February 26, 2019

March 26, 2019

April 30, 2019

2.3: Available to parents and community in an understandable format and language

The CIP will be available to parents in the front office (Eng/Span). A link to the main parts of the CIP will also be available on the campus website. The CIP is also available at the districts administration office. The goals of the CiP are available in English and Spanish.

2.4: Opportunities for all children to meet State standards

As stated in the campus mission and vision statements, students are put first at Galena Park Middle. Therefore, all students will be afforded every opportunity to be successful through daily activities, before, during, & after school intervention and opportunities to engage in extracurricular activities.

CIP page numbers:

p. 14, 16-19, 22, 29, 37-38, 40 & 42.

2.5: Increased learning time and well-rounded education

Galena Park Middle school will provide students with opportunities to attend tutorials to fill in learning gaps. Teachers will be provided with up to date reading materials and math manipulatives to utilize for student improvement.

CIP page numbers:

p. 20-26, 33, 42-43 & 51

2.6: Address needs of all students, particularly at-risk

All student progress is monitored closely. Through RTI and At-Risk identification, student progress is checked throughout the year. Aside from district assessments, teachers utilize ongoing formal and informal assessment to check student progress.

CIP page numbers:

p. 19-20, 24, 26, 33, 35-36 & 42

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

The school/parent compact along with a calendar of the year's events will be handed out to parents during Meet the Teacher Night and Open House.

The PTA members and parents reviewed and made changes if needed to our PAFE policy (2018-2019) and our compact for learning (2018-2019) at our Muffins for Moms meeting.
PTA (2018-2019) members included:
Danela Galvan- Secretary
Ida Rocha-President
Joey Elizondo- Vice President

3.2: Offer flexible number of parent involvement meetings

Galena Park Middle school offers several opportunities for parental involvement meetings throughout the year. Aside from Galena Park Middle schools sponsored events, our campus PTA also hosts meetings. The first semester includes: Meet the Teacher, Open House, Red Ribbon Week, Donuts with Dads, Grandparents Breakfast, and parent volunteer opportunities.

AM/PM School day

On campus

Campus Needs Assessment Team

Committee Role	Name	Position
Specialist	Evelyn Aaron	TIS
Classroom Teacher	Brittany Bray	Teacher
Non-classroom Professional	Trina Brooks	Counselor
Classroom Teacher	Opal Brown	Teacher
Classroom Teacher	Amariah Chachere	Teacher
Classroom Teacher	James De Stefano	Teacher
Non-classroom Professional	Danela Galvan	Counselor
Classroom Teacher	Rebeca Garza	Teacher
Classroom Teacher	Jodie Gonzales	Teacher
Non-classroom Professional	Misty Hummel	Specialist
Classroom Teacher	Latasha Jackson	Teacher
Administrator	Jarrett Johnson	Administrator
Non-classroom Professional	Stephanie Kayser	Specialist
Administrator	Margo Kelley	Administrator
Classroom Teacher	Tayauna Knight	Teacher
Librarian	Elisa Lapaglia	Librarian
Administrator	Elizabeth Nava	Administrator
Classroom Teacher	Erica Ortiz	Teacher
Classroom Teacher	Johnnie Price	Teacher
Administrator	Lee Ramirez	Principal
Non-classroom Professional	Carolina Uranga	Specialist
Classroom Teacher	Julio Valadez	Teacher

Committee Role	Name	Position
Classroom Teacher	Irene Zepeda	Teacher

2019-2020 Campus Site-Based Committee

Committee Role	Name	Position
Classroom Teacher	Johnnie Price	Teacher
Classroom Teacher	Andrea Locke	Teacher
Classroom Teacher	Jose Merino	Teacher
Classroom Teacher	Tia McKinney	Teacher
Classroom Teacher	Lori Garcia	Teacher
Classroom Teacher	Nya Caldwell	Teacher
Classroom Teacher	Taylor Zimmerman	Teacher
Classroom Teacher	Azalea Wagner	Teacher
Classroom Teacher	Miriam Garza	Teacher
Classroom Teacher	Ramon Cinco	Teacher
Classroom Teacher	Rocio Rivas	Teacher
Administrator	Jarrett Johnson	Administrator
Administrator	Elizabeth Nava	Administrator
Administrator	Margo Kelley	Administrator
Administrator	Lee Ramirez	Administrator
Non-classroom Professional	Danela Galvan	Counselor
Non-classroom Professional	Porschua Davis	Counselor
Business Representative	Ernesto Flores	Business Representative
Parent	Shonna Jenkins	Parent