Galena Park Independent School District

North Shore Middle School

2019-2020 Campus Improvement Plan

Accountability Rating: B

Distinction Designations:
Academic Achievement in English Language Arts/Reading
Academic Achievement in Mathematics
Academic Achievement in Social Studies
Top 25 Percent: Comparative Academic Growth
Top 25 Percent: Comparative Closing the Gaps
Postsecondary Readiness

Mission Statement

We will work together to provide all students with a unique learning experience, in a safe and supportive learning environment, that promotes self-discipline, encourages collaboration, and embraces a diverse learning community.

Vision

The vision of NSMS is to provide students a quality education to sustain a successful and productive life.

Campus Profile

Campus History

Over two decades after the establishment of the Galena Park Independent School District in 1930, Principal Robert Cloud opened the doors of North Shore Junior High School in 1956, on Holly Park Dr., to serve the educational needs of the Galena Park community. To put the landscape of the community in perspective, Uvalde and Wallasville was just a two lane road. North Shore Junior High School served a farming community called Cloverleaf, and a newer neighborhood called Home Owned Estates. Until 1983, Mr. Cloud served as the longest serving principal at North Shore Junior High/ North Shore Middle School for 27 years.

After students completed the ninth grade at North Shore Junior High School, they were bussed to Galena Park High School while plans were underway to build North Shore Senior High School. This was in effort to accomodate the rapid population increase in the comunity. For the 67-68 school year, the addition of a third wing and a girl's gym to North Shore Junior High School would help to service the educational needs of the increased student population. Almost a decade later in 1979, the ninth grade level class was moved to the newly enlarged high school and the sixth grade level class was moved from each elementary school to the current North Shore Middle School campus.

In March of 1994, students and faculty moved into the current North Shore Middle School campus located on the corner of Wallasville Rd. and Castlegory St. There is a tradition of excellence that has been established at North Shore Middle School and it was recognized at the national level when North Shore Middle School recieved the coveted National Blue Ribbon School Award as one of the nation's exemplary schools in the late 80's. Since 1982, only 8,500 schools across the country have been presented with this prestigious award. North Shore Middle school is also known for piloting the concept of teaming, block scheduling, and the computer gradebook (known as Skyward) for the district. Many members of the faculty have served on committees and projects at the district and state levels; and in the early 90's, the slogan "Home of Champions" was adopted by the staff.

In the 2018-2019 school year, North Shore Middle School earned an Accountability Rating of "B", and received 6 out of 7 Distinction Designations in the areas of (1) Mathematics, (2) English Language Arts/ Reading, (3) Social Studies, (4) Top 25% in Comparative Growth, (5) Top 25% Closing Performance

Gaps, and (6) Postsecondary Readiness.

Since Mr. Cloud's retirement from being Principal of North Shore Middle School, the torch of his legacy has been carried by five other principals: Mr. Raymond Kilgo (15 years of service), Mr. Paul Drexler (16+ years), Mr. Brett Lalor (2 years), Mr. James Cline (2 years), and currently Dr. Christopher Eckford.

School Profile
Where We Are Now:

North Shore Middle School is one of 26 campuses in *Galena Park* Independent School District. North Shore Middle School opened its doors in 1956 on Holly Park St. and later moved into the current campus located at the intersection of Wallasville and Castlegory Rd. in 1994. North Shore Middle school serves a predominant population of low to middle class families.

North Shore Middle School missed AYP from 2014-2017 by a few students in our LEP student population. In addition to staying focused on Math and Reading, we will incorporate new ideas and strategies to help us improve our LEP Math scores. We will also continue to conduct our weekly tutorials, capping them off in the Spring Semester with our Annual STAAR Carnival the week before the test is administered. Our data analysis team (composed of Administrators, Instructional Specialist, & Department Chairs) indicate that we are on the right path and diligently continuing to work toward accomplishing our campus goals. We will continue to make valiant efforts to provide and assist our students with improving their reading skills.

With the current change in campus leadership, increasing employee morale will be paramount in helping to promote a positive campus climate. This will be accomplished by opportunities that will include but are not limited to "Perfect Attendance Lunches", North Shore paraphenalia and/or classroom supplies, surprise snacks, etc.

Where we are going:

The North Shore Middle School CPAC team formed subcommittees to evaluate the previous years' data. The committees evaluated program evaluations, survey results, and the following data: Benchmarks, TPRI, STAAR, Attendance (students and staff), safe learning and working environment, college and career prep, and improving scores. Documentation of the process includes meeting minutes, agendas, sign-in sheets, and copies of data reviewed.

Survey data showed that a majority of staff believes that the campus should focus on school-wide discipline and the campus should focus on targeting intervention with unmotivated students. Programs such as PBIS are being reviewed to look at their effectiveness and a presenter is coming to NSMS during August Staff In – Service. Grade Level Departments are also going from a "Common" subject conference period to a "Team" conference period.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

North Shore Middle School is a predominantly hispanic middle school that has a population of about 1,400 students and serves 7th and 8th grade students. North Shore Middle School serves a large LEP and economically disadvantaged population. The school offers students some high school credit and CTE courses that begin to get students ready for high school and post-secondary education. The North Shore Middle School community reflects our student population and is engaged with local businesses that provide their support.

Demographics Strengths

North Shore Middle School has the following strengths based on the TAPR report and teacher surveys that were analyzed:

-There are a variety of programs to meet the diverse needs of students (CIS, free breakfast, lunch, etc)

-Good teacher contact with parents through the use of SchoolStatus

-We have a diverse teacher population

-We have a community college in the area

-We have an excellent mentorship program for new teachers

-We have specialist support for science, math, and RELA

-More than one half of our teachers have 6+ years of teaching experience

-More than one half of African American teacher representation to our African American student population

Problem Statements Identifying Demographics Needs

Problem Statement 1: Increase CTE participation (we are below the state). **Root Cause**: Courses offered at the Middle School level are limited.

Problem Statement 2: Four times more Hispanic student population to Hispanic teacher representation. **Root Cause**: More Hispanic applicants need to be brought in during the hiring process.

Problem Statement 3: Class sizes are larger than both district and state. **Root Cause**: Campus population has been consistently increasing in the past few years.

Problem Statement 4: Over 20% of faculty believes we do no have procedures to track absences and tardies. **Root Cause**: Change of administrative teams.

Problem Statement 5: We need more male teachers to match our student population. **Root Cause**: Increased male teacher applicants have to be brought in for interviews during the hiring process.

Problem Statement 6: We meed to add language and GED course for parents. **Root Cause**: Money and people.

Student Academic Achievement

Student Academic Achievement Summary

As a campus, we show overall growth and effective data analysis on District Assessment data. Our local assessments are aligned to STAAR. SPED support is provided through teacher trainings, co-teaching, and case managements groups. Teachers feel they are a valuable stakeholder in state assessment decisions for special populations. RTI has been successful in identifying students to submit for special education. Our campus needs to improve upon 7th grade writing scores, 8th grade Social Studies scores, and evaluating the effectiveness of interventions implemented. The campus needs to continue to refine tutorial procedures in order to increase attendance. Accommodations and data need to drive instruction to increase achievement for all SPED students in all subject areas.

Student Academic Achievement Strengths

North Shore Middle School has the following strengths in Student Academic Achievement based on the TAPR report:

-Growth from 7th to 8th grade

-Data Analysis for District Assessments

-Local assessments are aligned to STAAR

-SPED support (teacher tranings, co-teachers, and monitor groups)

-Special population committees are appropriate

-RTI effective recommendations

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: 7th grade writing scores showed a decline between 2017 and 2018. **Root Cause**: More time between last assessments, larger LEP classes, and there has been a decline in foundation skills.

Problem Statement 2: There was a decline in all levels (approaches, meets, and masters) from 2017 to 2018 in 8th Grade Social Studies STAAR scores. **Root Cause**: Campus has new Social Studies teachers. Social Studies has no campus specialists or co-teacher.

Problem Statement 3: The effectiveness of tutorials has to be monitored. **Root Cause**: There is no uniform system to monitor tutorials.

Problem Statement 4: The number of students attending tutorials has declined. **Root Cause**: Low parent involvement and cancelling tutorials due to campus needs.

Problem Statement 5: Online testers need practice taking online assessments. **Root Cause**: There is a gap between classroom procedures/lessons, and online assessments.

School Processes & Programs

School Processes & Programs Summary

As a campus, North Shore Middle School has a few teachers that have been here for over 25 years. North Shore Middle School and Galena Park ISD do a great job of supporting new teachers and returning teachers with the instructional and operational side through various professional development sessions. North Shore Middle School offers a variety of extra curricular activities that help teachers and students feel a part of the campus.

School Processes & Programs Strengths

The following are strengths that North Shore Middle School has in regards to School Processes and Programs:

-Teacher involvement- BUILD, leadership team, CPAC, CIP, RTI, Hall meetings

-Goals communicated well- meetings, support sessions, BUILD, Tech trainings through email, face-to-face, and remind)

-Campus is focused on student achievement- data meetings and campus planning

-Special programs are diverse and have differentiation

-Guidance for students to plan post secondary education and career path through CCR, career day, JA Inspore, counselors, Houston Hispanic Forum Field trip, etc

- Technology projects for all students throughout the year with choices

-Programs that impact student performance- Fine arts, clubs, extra-curriculars, athletics, free breakfast and lunch, and CIS

-Instructional time maximized with bell to bell instruction and sheltered instruction

- Services provided to students are equitable

-The school has a planin place for safety and admin/teachers are always willing to change process to adapt

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: There is not an advanced notice of meetings. **Root Cause**: There are a lot of events taking place.

Problem Statement 2: The campus needs more CTE opportunities. **Root Cause**: District wide course offerings at the middle school level.

Problem Statement 3: 1:1 technology is not available for students. **Root Cause**: The availability of monetary resources.

Problem Statement 4: The campus needs more new teacher support for classroom management. **Root Cause**: Expansion of mentor program and leadership.

Perceptions

Perceptions Summary

North Shore Middle School has a positive outlook for learning. At North Shore Middle School all staff members go ABOVE THE LINE for students and community members.

Perceptions Strengths

North Shore Middle School has the following as Perceptions Strengths based on data that was analyzed:

-Attendance Incentives: Drawings and prizes for students

-Student behavior support: Administrative team is present and removes students when called on

-Safety: Campus has extra cameras and administrative staff support

-Duty: One day of week meaning that we have better coverage

-Dismissal: Staggered bus dismissal

-Campus Officer: Consistency dealing with student misbehavior

-New Teacher Support: Support from other mentor teachers and staff from Admin

Problem Statements Identifying Perceptions Needs

Problem Statement 1: ISS is seen as a "fun" place to be for students. **Root Cause**: There is no ISS teacher, students do not have consistency.

Problem Statement 2: Character Ed lessons must be revamped to reach students. **Root Cause**: Lessons are repetitive and hard to start conversation with students.

Problem Statement 3: As a campus we need to improve the sense of identity and school spirit. We need to have a sense of belonging for students. **Root Cause**: Students disrespect the school by trashing the restroom. Students do not have school spirit.

Problem Statement 4: North Shore Middle School has low parental involvement. **Root Cause**: Language barrier.

Priority Problem Statements

Problem Statement 1: Over 20% of faculty believes we do no have procedures to track absences and tardies.
Root Cause 1: Change of administrative teams.
Problem Statement 1 Areas: Demographics

Problem Statement 2: Class sizes are larger than both district and state.
Root Cause 2: Campus population has been consistently increasing in the past few years.
Problem Statement 2 Areas: Demographics

Problem Statement 3: There was a decline in all levels (approaches, meets, and masters) from 2017 to 2018 in 8th Grade Social Studies STAAR scores.
Root Cause 3: Campus has new Social Studies teachers. Social Studies has no campus specialists or co-teacher.
Problem Statement 3 Areas: Student Academic Achievement

Problem Statement 4: The number of students attending tutorials has declined.
Root Cause 4: Low parent involvement and cancelling tutorials due to campus needs.
Problem Statement 4 Areas: Student Academic Achievement

Problem Statement 5: 1:1 technology is not available for students.
Root Cause 5: The availability of monetary resources.
Problem Statement 5 Areas: School Processes & Programs

Problem Statement 6: The campus needs more new teacher support for classroom management.

Root Cause 6: Expansion of mentor program and leadership.

Problem Statement 6 Areas: School Processes & Programs

Problem Statement 7: As a campus we need to improve the sense of identity and school spirit. We need to have a sense of belonging for students.

Root Cause 7: Students disrespect the school by trashing the restroom. Students do not have school spirit.

Problem Statement 7 Areas: Perceptions

Problem Statement 8: North Shore Middle School has low parental involvement.

Root Cause 8: Language barrier.

Problem Statement 8 Areas: Perceptions

Comprehensive Needs Assessment Data Documentation

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

Accountability Data

- Texas Academic Performance Report (TAPR) data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- STAAR EL Progress Measure data
- 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
- 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

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Student surveys and/or other feedback

Employee Data

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Professional development needs assessment data

Parent/Community Data

- Parent surveys and/or other feedback

Goals

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

North Shore Middle School proporcionara un entorno de aprendizaje/trabajo seguro, productivo y saludable para los estudiantes y el personal.

Performance Objective 1: Conduct and monitor all required district emergency drills and procedures.

    Evaluation Data Source(s) 1:

    Summative Evaluation 1:

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

North Shore Middle School proporcionara un entorno de aprendizaje/trabajo seguro, productivo y saludable para los estudiantes y el personal.

Performance Objective 2: Educate students and parents on violence prevention and intervention.

    Evaluation Data Source(s) 2:

    Summative Evaluation 2:

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

North Shore Middle School proporcionara un entorno de aprendizaje/trabajo seguro, productivo y saludable para los estudiantes y el personal.

Performance Objective 3: Continue a coordinated Health/Wellness program for students and staff.

    Evaluation Data Source(s) 3:

Summative Evaluation 3:

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

North Shore Middle School proporcionara un entorno de aprendizaje/trabajo seguro, productivo y saludable para los estudiantes y el personal.

Performance Objective 4: Continue to provide instruction on acceptable use of digital tools and resources to both students and employees.

    Evaluation Data Source(s) 4:

    Summative Evaluation 4:

Goal 2: North Shore Middle School will provide information and opportunities to assist students in preparing for college and careers.

North Shore Middle School proporcionara informacion y oportunidades para ayudar a los estudiantes a prepararse para la universidad y las profesiones.

Performance Objective 1: Provide K-12 students with multiple college and career awareness opportunities.

    Evaluation Data Source(s) 1:

    Summative Evaluation 1:

Goal 2: North Shore Middle School will provide information and opportunities to assist students in preparing for college and careers.

North Shore Middle School proporcionara informacion y oportunidades para ayudar a los estudiantes a prepararse para la universidad y las profesiones.

Performance Objective 2: Increase success rate of students achieving college and career readiness indicators.

    Evaluation Data Source(s) 2:

    Summative Evaluation 2:

Goal 2: North Shore Middle School will provide information and opportunities to assist students in preparing for college and careers.

North Shore Middle School proporcionara informacion y oportunidades para ayudar a los estudiantes a prepararse para la universidad y las profesiones.

Performance Objective 3: Ensure counselor's role retains focus on implementation of the Comprehensive Guidance Program to assist students in developing skills they need to enhance their personal, social, emotional, and career development.

    Evaluation Data Source(s) 3:

    Summative Evaluation 3:

Goal 2: North Shore Middle School will provide information and opportunities to assist students in preparing for college and careers.

North Shore Middle School proporcionara informacion y oportunidades para ayudar a los estudiantes a prepararse para la universidad y las profesiones.

Performance Objective 4: Provide transitional opportunities to students and parents.

    Evaluation Data Source(s) 4:

    Summative Evaluation 4:

Goal 2: North Shore Middle School will provide information and opportunities to assist students in preparing for college and careers.

North Shore Middle School proporcionara informacion y oportunidades para ayudar a los estudiantes a prepararse para la universidad y las profesiones.

Performance Objective 5: Continue to provide counseling services on relevant topics to parents and students.

    Evaluation Data Source(s) 5:

    Summative Evaluation 5:

Goal 3: North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

Performance Objective 1: All students will improve their academic performance in ELAR and Writing.

    Evaluation Data Source(s) 1:

    Summative Evaluation 1:

Goal 3: North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

Performance Objective 2: All students will improve their academic performance in Math.

    Evaluation Data Source(s) 2:

    Summative Evaluation 2:

Goal 3: North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

Performance Objective 3: All students will improve their academic performance in Science.

    Evaluation Data Source(s) 3:

    Summative Evaluation 3:

Goal 3: North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

Performance Objective 4: All students will improve their academic performance in Social Studies.

    Evaluation Data Source(s) 4:

    Summative Evaluation 4:

Goal 3: North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

Performance Objective 5: All students will improve their academic performance in Instructional Technology.

    Evaluation Data Source(s) 5:

    Summative Evaluation 5:

Goal 3: North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

Performance Objective 6: Monitor student performance and achievement gap of special populations and programs.

    Evaluation Data Source(s) 6:

    Summative Evaluation 6:

Goal 3: North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

Performance Objective 7: District and campuses will meet all state and federal accountability standards.

   Evaluation Data Source(s) 7:

   Summative Evaluation 7:

Goal 3: North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

Performance Objective 8: District and campuses will meet all state and federal accountability standards.

   Evaluation Data Source(s) 8:

   Summative Evaluation 8:

Goal 3: North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

Performance Objective 9: District and campuses will maintain compliance with all district, state, and federal requirements.

   Evaluation Data Source(s) 9:

   Summative Evaluation 9:

Goal 3: North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

Performance Objective 10: District and campuses will maintain compliance with all district, state, and federal requirements.

    Evaluation Data Source(s) 10:

    Summative Evaluation 10:

Goal 3: North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

Performance Objective 11: District and campuses will maintain compliance with all district, state, and federal requirements.

    Evaluation Data Source(s) 11:

    Summative Evaluation 11:

Goal 4: North Shore Middle School will define and implement measures by which student success can be determined for enrichment and extracurricular areas not tested by the State of Texas Assessment of Academic Readiness (STAAR).

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para enriquecimiento y areas extracurriculares no evaluadas por la Evaluacion de Preparacion Academica del Estado de Texas (STAAR).

Performance Objective 1: Increase student participation in Fine Arts programs.

    Evaluation Data Source(s) 1:

    Summative Evaluation 1:

Goal 4: North Shore Middle School will define and implement measures by which student success can be determined for enrichment and extracurricular areas not tested by the State of Texas Assessment of Academic Readiness (STAAR).

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para enriquecimiento y areas extracurriculares no evaluadas por la Evaluacion de Preparacion Academica del Estado de Texas (STAAR).

Performance Objective 2: Increase student participation in extra-curricular activities.

    Evaluation Data Source(s) 2:

    Summative Evaluation 2:

Goal 4: North Shore Middle School will define and implement measures by which student success can be determined for enrichment and extracurricular areas not tested by the State of Texas Assessment of Academic Readiness (STAAR).

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para enriquecimiento y areas extracurriculares no evaluadas por la Evaluacion de Preparacion Academica del Estado de Texas (STAAR).

Performance Objective 3: Increase student participation in CTE courses.

    Evaluation Data Source(s) 3:

Summative Evaluation 3:

Goal 5: North Shore Middle will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

North Shore Middle tendra una tasa de asistencia estudiantil de 96.5% o mas y una tasa de asistencia del personal de 97% o mas.

Performance Objective 1: Ensure students and parents understand the importance of attending school regularly and the importance of completing high school.

> **Evaluation Data Source(s) 1:**

> **Summative Evaluation 1:**

Goal 5: North Shore Middle will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

North Shore Middle tendra una tasa de asistencia estudiantil de 96.5% o mas y una tasa de asistencia del personal de 97% o mas.

Performance Objective 2: Develop intervention strategies and provide support to campuses to improve attendance, graduation, retention and drop-out rates.

> **Evaluation Data Source(s) 2:**

> **Summative Evaluation 2:**

Goal 5: North Shore Middle will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

North Shore Middle tendra una tasa de asistencia estudiantil de 96.5% o mas y una tasa de asistencia del personal de 97% o mas.

Performance Objective 3: Implement strategies to monitor and increase teacher attendance.

> **Evaluation Data Source(s) 3:**

> **Summative Evaluation 3:**

Goal 5: North Shore Middle will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

North Shore Middle tendra una tasa de asistencia estudiantil de 96.5% o mas y una tasa de asistencia del personal de 97% o mas.

Performance Objective 4: Implement strategies to remind faculty and staff to clock in and out every day.

    Evaluation Data Source(s) 4:

    Summative Evaluation 4:

Goal 6: North Shore Middle will provide opportunities for parental/community involvement and business partnership.

North Shore Middle brindara oportunidades para la participacion de los padres / la comunidad y la asociacion comercial.

Performance Objective 1: Continue to improve parental involvement, community relations, and opportunities to participate in district/campus planning and decision making.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Goal 6: North Shore Middle will provide opportunities for parental/community involvement and business partnership.

North Shore Middle brindara oportunidades para la participacion de los padres / la comunidad y la asociacion comercial.

Performance Objective 2: Increase parental involvement and volunteer opportunities.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Goal 6: North Shore Middle will provide opportunities for parental/community involvement and business partnership.

North Shore Middle brindara oportunidades para la participacion de los padres / la comunidad y la asociacion comercial.

Performance Objective 3: Expand efforts in communicating with parents, students, and the community.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Goal 6: North Shore Middle will provide opportunities for parental/community involvement and business partnership.

North Shore Middle brindara oportunidades para la participacion de los padres / la comunidad y la asociacion comercial.

Performance Objective 4: Maintain compliance with all Title I parent involvement and requirements.

Evaluation Data Source(s) 4:

Summative Evaluation 4:

Goal 7: North Shore Middle School will provide professional development opportunities for staff to improve instruction and skill sets for their respective positions and strive to have 100% Highly Effective staff through recruiting, training and retention.

North Shore Middle School proporcionara oportunidades de desarrollo profesional para que el personal mejore la instruccion y el conjunto de habilidades para sus respectivos puestos y se esforzara por tener un personal 100% altamente efectivo a traves del reclutamiento, capacitacion y retencion.

Performance Objective 1: Provide professional development to increase student achievement and job performance.

    Evaluation Data Source(s) 1:

    Summative Evaluation 1:

Goal 7: North Shore Middle School will provide professional development opportunities for staff to improve instruction and skill sets for their respective positions and strive to have 100% Highly Effective staff through recruiting, training and retention.

North Shore Middle School proporcionara oportunidades de desarrollo profesional para que el personal mejore la instruccion y el conjunto de habilidades para sus respectivos puestos y se esforzara por tener un personal 100% altamente efectivo a traves del reclutamiento, capacitacion y retencion.

Performance Objective 2: Enhance programs that increase district leadership capacity.

    Evaluation Data Source(s) 2:

    Summative Evaluation 2:

Goal 7: North Shore Middle School will provide professional development opportunities for staff to improve instruction and skill sets for their respective positions and strive to have 100% Highly Effective staff through recruiting, training and retention.

North Shore Middle School proporcionara oportunidades de desarrollo profesional para que el personal mejore la instruccion y el conjunto de habilidades para sus respectivos puestos y se esforzara por tener un personal 100% altamente efectivo a traves del reclutamiento, capacitacion y retencion.

Performance Objective 3: Increase training on the use of instructional technology to support instruction.

    Evaluation Data Source(s) 3:

Summative Evaluation 3:

Goal 7: North Shore Middle School will provide professional development opportunities for staff to improve instruction and skill sets for their respective positions and strive to have 100% Highly Effective staff through recruiting, training and retention.

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Goal 7: North Shore Middle School will provide professional development opportunities for staff to improve instruction and skill sets for their respective positions and strive to have 100% Highly Effective staff through recruiting, training and retention.

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Performance Objective 5: Maintain compliance with all highly qualified requirements.

Evaluation Data Source(s) 5:

Summative Evaluation 5:

Goal 7: North Shore Middle School will provide professional development opportunities for staff to improve instruction and skill sets for their respective positions and strive to have 100% Highly Effective staff through recruiting, training and retention.

North Shore Middle School proporcionara oportunidades de desarrollo profesional para que el personal mejore la instruccion y el conjunto de habilidades para sus respectivos puestos y se esforzara por tener un personal 100% altamente efectivo a traves del reclutamiento, capacitacion y retencion.

Performance Objective 6: Continue to assess and implement efforts in recruiting and retaining highly qualified staff in identified shortage areas.

Evaluation Data Source(s) 6:

Summative Evaluation 6:

Goal 7: North Shore Middle School will provide professional development opportunities for staff to improve instruction and skill sets for their respective

positions and strive to have 100% Highly Effective staff through recruiting, training and retention.

North Shore Middle School proporcionara oportunidades de desarrollo profesional para que el personal mejore la instruccion y el conjunto de habilidades para sus respectivos puestos y se esforzara por tener un personal 100% altamente efectivo a traves del reclutamiento, capacitacion y retencion.

Performance Objective 7: Continue to promote and support the Homegrown Program and University partnerships.

    Evaluation Data Source(s) 7:

    Summative Evaluation 7:

Goal 7: North Shore Middle School will provide professional development opportunities for staff to improve instruction and skill sets for their respective positions and strive to have 100% Highly Effective staff through recruiting, training and retention.

North Shore Middle School proporcionara oportunidades de desarrollo profesional para que el personal mejore la instruccion y el conjunto de habilidades para sus respectivos puestos y se esforzara por tener un personal 100% altamente efectivo a traves del reclutamiento, capacitacion y retencion.

Performance Objective 8: Continue to implement strategies to address the teacher retention rate.

    Evaluation Data Source(s) 8:

    Summative Evaluation 8:

Goal 8: North Shore Middle School will provide prudent stewardship of its financial resources to best support student success.

North Shore Middle School proporcionara una administracion prudente de sus recursos financieros para apoyar mejor el exito de los estudiantes.

Performance Objective 1: Continue to develop and present transparent financial information demonstrating commitment to highly quality professional standards.

 Evaluation Data Source(s) 1:

 Summative Evaluation 1:

Goal 8: North Shore Middle School will provide prudent stewardship of its financial resources to best support student success.

North Shore Middle School proporcionara una administracion prudente de sus recursos financieros para apoyar mejor el exito de los estudiantes.

Performance Objective 2: Maintain an internal control framework where policies and procedures are created, implemented and communicated to ensure resources are safeguarded against wast, loss, or abuse.

 Evaluation Data Source(s) 2:

 Summative Evaluation 2:

Goal 8: North Shore Middle School will provide prudent stewardship of its financial resources to best support student success.

North Shore Middle School proporcionara una administracion prudente de sus recursos financieros para apoyar mejor el exito de los estudiantes.

Performance Objective 3: Ensure and demonstrate efficient and effective use of district financial resources.

 Evaluation Data Source(s) 3:

 Summative Evaluation 3:

Goal 8: North Shore Middle School will provide prudent stewardship of its financial resources to best support student success.

North Shore Middle School proporcionara una administracion prudente de sus recursos financieros para apoyar mejor el exito de los estudiantes.

Performance Objective 4: Ensure and demonstrate efficient and effective use of district financial resources.

    Evaluation Data Source(s) 4:

    Summative Evaluation 4:

Goal 8: North Shore Middle School will provide prudent stewardship of its financial resources to best support student success.

North Shore Middle School proporcionara una administracion prudente de sus recursos financieros para apoyar mejor el exito de los estudiantes.

Performance Objective 5: Maintain the allocation of available resources to maximize student achievement and ensure accommodation of student growth.

    Evaluation Data Source(s) 5:

    Summative Evaluation 5:

Goal 9: North Shore Middle School will achieve a 96.5% or higher student attendance rate, utilizing the $7,750.00 Attendance Incentive Plan allotment per nine weeks.

Performance Objective 1: Increase student attendance percentage to 96.5% or higher for the 1st 6 Weeks Period (August 21-September 27). Conferences will be held with students that were placed on attendance contracts during the previous school year. Targeted students will be selected and monitored during this time through RaaWee and individual conferences with administrators.

Evaluation Data Source(s) 1: Increased student attendance on PEIMS Report and an increase in attendance for targeted groups.

Summative Evaluation 1:

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) ESF Levers Lever 3: Positive School Culture. 1) Make regular announcements and use of social medial platforms to communicate the importance of attendance (Attendance Matters, Attend Today... Achieve Tomorrow, No More Than 3 For Me, etc).	Importance of attendance communicated by ALL campus personnel Announcements by Principal Social Media reminders	Establish a culture that communicates the importance of attending school	0%			
Problem Statements: Perceptions 4						
2) Continued contact with parents of students who miss 3+ days of school	Administrators Attendance Clerk	We expect our efforts to convey to parents and students that NSMS is monitoring student absences.	0%			
Problem Statements: Demographics 4 - Perceptions 4						
3) Meet with ALL students and parents with 5+ unexcused absences at the end of each 9 weeks and strongly encourage them to start the process of making up hours in after-school settings (Detention, Campus-wide projects, etc) to help decrease the number of students having to make up hours at the end of the year.	Administrators	Allow students to recover possible loss of credit.	0%			
Problem Statements: School Processes & Programs 4 - Perceptions 4						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
4) At the end of the 9 weeks, students with 5+ unexcused absences will set an attendance goal for the following 9 weeks. If students meet their goal the following 9 week period, they will be recognized and rewarded with a come-go celebration (chips, video gaming opportunities, during their lunch period.	Attendance Clerk	This strategy is expected to help improve attendance.	0%			
Problem Statements: Demographics 4 - Perceptions 3, 4						
5) Document, upload and issue attendance contracts to students with more than 6 absences	Administrators	This strategy is expected to help improve attendance.	0%			
Problem Statements: Demographics 4						
6) Document, upload and issue attendance agreements to students with more than 3 absences. This agreement includes the campus/district policies and procedures after absences.	Attendance Clerk	Show parents and students that NSMS pays attention and monitors absences. This method forewarns students before attendance issues become a problem.	0%			
Problem Statements: Demographics 4 - Perceptions 4						
7) Students with perfect attendance for the six week period will be entered into a drawing to be able to win a $10 Gift Card.	Attendance Clerks Administrators Principal's Secretary	This strategy encourages improved attendance.	0%			
Problem Statements: Demographics 4 - Perceptions 3						
Funding Sources: 199 - Attendance Incentive Allocation - 40.00						

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

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 4: Over 20% of faculty believes we do no have procedures to track absences and tardies. **Root Cause 4**: Change of administrative teams.

School Processes & Programs
Problem Statement 4: The campus needs more new teacher support for classroom management. **Root Cause 4**: Expansion of mentor program and leadership.

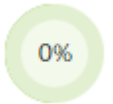| **Perceptions** |
|---|
| **Problem Statement 3**: As a campus we need to improve the sense of identity and school spirit. We need to have a sense of belonging for students. **Root Cause 3**: Students disrespect the school by trashing the restroom. Students do not have school spirit. |
| **Problem Statement 4**: North Shore Middle School has low parental involvement. **Root Cause 4**: Language barrier. |

Goal 9: North Shore Middle School will achieve a 96.5% or higher student attendance rate, utilizing the $7,750.00 Attendance Incentive Plan allotment per nine weeks.

Performance Objective 2: Increase student attendance percentage to 96.5% or higher for the 2nd 6 Weeks Period (September 30-November 1). Attendance will continue to be monitored during this time through individual conferences and daily checks especially before and after breaks.

Evaluation Data Source(s) 2: Increased student attendance on PEIMS Report and an increase in attendance for targeted groups.

Summative Evaluation 2:

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Strategically schedule and plan for fun events that excite students' interest during times that students are likely to miss school. (Before and After Holidays)	Team Leaders Administrators Principal's Advisory Group	Students would show up to school on days they are likely to miss.	0%			
Problem Statements: Perceptions 3						
2) Intramural activities to keep students motivated. (i.e., teachers vs. students flag football, teachers vs. students volleyball and basketball games)	Coaches Administrators	Students would show up to school on days they are likely to miss when fun activities are scheduled during the school day and during peak times for poor attendance (before and after holidays).	0%			
Problem Statements: Perceptions 3						
3) To improve attendance, students with 5+ unexcused absences at the end of the 9 weeks will set an attendance goal for the new 9 weeks. If students meet their goal in the new 9 weeks, they will be recognized through announcements.	Attendance Clerk Team Leaders Principals	This strategy encourages improved attendance.	0%			
Problem Statements: Demographics 4 - Perceptions 3						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
4) Students with perfect attendance for the six week period will be entered into a drawing to be able to win a $10 Gift Card.	Attendance Clerks Administrators Principal's Secretary	This strategy encourages improved attendance.	0%			
	Problem Statements: Perceptions 3					
	Funding Sources: 199 - Attendance Incentive Allocation - 40.00					
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue			

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 4: Over 20% of faculty believes we do no have procedures to track absences and tardies. **Root Cause 4**: Change of administrative teams.

Perceptions
Problem Statement 3: As a campus we need to improve the sense of identity and school spirit. We need to have a sense of belonging for students. **Root Cause 3**: Students disrespect the school by trashing the restroom. Students do not have school spirit.

Goal 9: North Shore Middle School will achieve a 96.5% or higher student attendance rate, utilizing the $7,750.00 Attendance Incentive Plan allotment per nine weeks.

Performance Objective 3: Increase student attendance percentage to 96.5% or higher for the 3rd 6 Weeks Period (November 4-December 20). Good hygiene will be promoted and encouraged during this 6 week period to prevent the spread of germs and encourage students to layer their clothing. Individual conferences will continue to take place.

    Evaluation Data Source(s) 3: Increased student attendance on PEIMS Report and an increase in attendance for targeted groups.

    Summative Evaluation 3:

    Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			**Summative**
			Oct	**Dec**	**Feb**	**May**
1) To improve attendance, students are given specific dates to be in attendance each day. We pay attention to the trend of when students are more likely to miss and schedule accordingly. Invitation will be sent out to attend the Semester Attendance Bash for students with perfect attendance during the specified time.	Administrators Attendance Clerk	This strategy encourages improved attendance. Students would show up to school on days they are likely to miss when fun activities are scheduled during the school day and during peak times for poor attendance.	0%			
Problem Statements: Demographics 4 - Perceptions 4						
2) Students with 5+ unexcused absences at the end of the 9 weeks will set an attendance goal for the new 9 weeks. If students meet their goal in the new 9 weeks, they will be recognized and rewarded in team and campus recognition meeting	Attendance Clerk Team Leaders	This strategy encourages improved attendance.	0%			
Problem Statements: Demographics 4						
3) To improve individual attendance, principal contracts with bottom five students - Principal will meet with the five students with the poorest attendance every other Friday to go over attendance. Students with perfect attendance for ten consecutive days will receive a $10 gift card to fast food restaurant.	Principal	This strategy encourages improved attendance.	0%			
Problem Statements: Demographics 4 - Perceptions 3, 4 **Funding Sources**: 199 - Attendance Incentive Allocation - 100.00						
4) Semester Attendance Bash with attendance requirements consisting of no absences during the 1st semester (includes no early checkouts or OSS from school) and will also include students with improvement for the semester. Budget amount: 25 Gift cards @ $25 =$625 (0 absences)	Principal Principal's Secretary Administrators	This strategy encourages improved attendance. Increase in semester and year long attendance throughout the year.	0%			
Problem Statements: Perceptions 3 **Funding Sources**: 199 - Attendance Incentive Allocation - 3100.00						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
5) Students with perfect attendance for the six week period will be entered into a drawing to be able to win a $10 Gift Card.	Attendance Clerks Administrators Principal's Secretary	This strategy encourages improved attendance.	0%			
	Problem Statements: Demographics 4 - Perceptions 3					
	Funding Sources: 199 - Attendance Incentive Allocation - 40.00					
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue			

Performance Objective 3 Problem Statements:

Demographics
Problem Statement 4: Over 20% of faculty believes we do no have procedures to track absences and tardies. **Root Cause 4**: Change of administrative teams.

Perceptions
Problem Statement 3: As a campus we need to improve the sense of identity and school spirit. We need to have a sense of belonging for students. **Root Cause 3**: Students disrespect the school by trashing the restroom. Students do not have school spirit.
Problem Statement 4: North Shore Middle School has low parental involvement. **Root Cause 4**: Language barrier.

Goal 9: North Shore Middle School will achieve a 96.5% or higher student attendance rate, utilizing the $7,750.00 Attendance Incentive Plan allotment per nine weeks.

Performance Objective 4: Increase student attendance percentage to 96.5% or higher for the 4th 6 Weeks Period (January 7-February 21). Regularly monitored attendance. Teachers and administrators will stress the importance of students being present for all STAAR assessments and Final Semester Exams with students and parents in person and through the use of communication sites.

Evaluation Data Source(s) 4: Increased student attendance on PEIMS Report and an increase in attendance for targeted groups.

Summative Evaluation 4:

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Continue to motivate students and tell them it is not too late in the year to be successful. Principal contracts with bottom 10 students - Principal will meet with the 10 students with the poorest attendance every other Friday to go over attendance. Students with perfect attendance for ten consecutive days will receive a $10 gift card to fast food restaurant.	Principal	This strategy encourages improved attendance.	0%			
Problem Statements: Demographics 4 - Perceptions 4 **Funding Sources**: 199 - Attendance Incentive Allocation - 75.00						
2) To improve attendance, students with 5+ unexcused absences at the end of the 9 weeks will set an attendance goal for the new 9 weeks. If students meet their goal in the new 9 weeks, they will be recognized and rewarded in team recognition meeting	Attendance Clerk Team Leaders	This strategy encourages improved attendance.	0%			
Problem Statements: Demographics 4 - Perceptions 4						
3) ADA period competition - ADA teachers/classes are given a range of dates to compete. The goal is for each class to have 96.5% attendance and to spell out the words "PIZZA PARTY" At the end of the competition, all classes that have spelled out PIZZA PARTY, wins a Pizza Party	Attendance Clerk ADA Period Teachers Principal	This strategy encourages improved attendance.	0%			
Problem Statements: Perceptions 3 **Funding Sources**: 199 - Attendance Incentive Allocation - 102.00						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
4) Students with perfect attendance for the six week period will be entered into a drawing to be able to win a $10 Gift Card.	Attendance Clerk Administrators Principal's Secretary	This strategy encourages improved attendance.	0%			
	Problem Statements: Demographics 4 - Perceptions 3, 4					
	Funding Sources: 199 - Attendance Incentive Allocation - 142.00					

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

Performance Objective 4 Problem Statements:

Demographics
Problem Statement 4: Over 20% of faculty believes we do no have procedures to track absences and tardies. **Root Cause 4**: Change of administrative teams.

Perceptions
Problem Statement 3: As a campus we need to improve the sense of identity and school spirit. We need to have a sense of belonging for students. **Root Cause 3**: Students disrespect the school by trashing the restroom. Students do not have school spirit.
Problem Statement 4: North Shore Middle School has low parental involvement. **Root Cause 4**: Language barrier.

Goal 9: North Shore Middle School will achieve a 96.5% or higher student attendance rate, utilizing the $7,750.00 Attendance Incentive Plan allotment per nine weeks.

Performance Objective 5: Increase student attendance percentage to 96.5% or higher for the 5th 6 Weeks Period (February 24-April 9). Regularly monitored attendance. Teachers and administrators will stress the importance of students being present for all STAAR assessments with students and parents in person and through the use of communication sites including Blackboard Parent Link.

Evaluation Data Source(s) 5: Increased student attendance on PEIMS Report and an increase in attendance for targeted groups.

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Strategically schedule fun events that excite students' interest as end of the year rewards for those with perfect and improved attendance.	Administrators Team Leaders Principal's Secretary	This incentive is expected to increase student attendance throughout the year.	0%			
Problem Statements: Perceptions 3						
2) ADA period competition - ADA teachers/classes are given a range of dates to compete. The goal is for each class to have 96.5% attendance and to spell out the words "PIZZA PARTY" At the end of the competition, all classes that have spelled out PIZZA PARTY, wins a Pizza Party	Attendance Clerk ADA Period Teachers Principal	This strategy encourages improved attendance.	0%			
Problem Statements: Demographics 4 - Perceptions 3, 4						
Funding Sources: 199 - Attendance Incentive Allocation - 102.00						
3) Students with perfect attendance for the six week period will be entered into a drawing to be able to win a $10 Gift Card.	Attendance Clerk Administrators Principal's Secretary	This strategy encourages improved attendance.	0%			
Problem Statements: Perceptions 3, 4						
Funding Sources: 199 - Attendance Incentive Allocation - 142.00						
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue			

Performance Objective 5 Problem Statements:

Demographics
Problem Statement 4: Over 20% of faculty believes we do no have procedures to track absences and tardies. **Root Cause 4**: Change of administrative teams.

Perceptions
Problem Statement 3: As a campus we need to improve the sense of identity and school spirit. We need to have a sense of belonging for students. **Root Cause 3**: Students disrespect the school by trashing the restroom. Students do not have school spirit.
Problem Statement 4: North Shore Middle School has low parental involvement. **Root Cause 4**: Language barrier.

Goal 9: North Shore Middle School will achieve a 96.5% or higher student attendance rate, utilizing the $7,750.00 Attendance Incentive Plan allotment per nine weeks.

Performance Objective 6: Increase student attendance percentage to 96.5% or higher for the 6th 6 Weeks Period (April 14- May 28). Regularly monitored attendance. Teachers and administrators will stress the importance of students being present for all STAAR assessments and Final Semester Exams with students and parents in person and through the use of communication sites.

    Evaluation Data Source(s) 6: Increased student attendance on PEIMS Report and an increase in attendance for targeted groups.

    Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) End-of-Year Attendance Inflatable Day with attendance requirements consisting of 0-1 absences the entire Year (includes no early checkouts or OSS from school and will also include students with improved attendance throughout the year). Attendees will have access to attend the attendance Inflatable Day.	Principal Principal's Secretary Administrators Coaches Aspiring Administrators	This strategy encourages improved attendance.	0%			
Problem Statements: Perceptions 3						
Funding Sources: 199 - Attendance Incentive Allocation - 3824.99						
2) Students with perfect attendance for the six week period will be entered into a drawing to be able to win a $10 Gift Card.	Attendance Clerk Administrators Principal's Secretary	This strategy encourages improved attendance.	0%			
Problem Statements: Demographics 4 - Perceptions 3						
Funding Sources: 199 - Attendance Incentive Allocation - 40.00						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
3) ADA period competition - ADA teachers/classes are given a range of dates to compete. The goal is for each class to have 96.5% attendance and to spell out the words "PIZZA PARTY" At the end of the competition, all classes that have spelled out PIZZA PARTY, wins a Pizza Party	Attendance Clerk ADA Period Teachers Principal	This strategy encourages improved attendance.	0%			
	Funding Sources: 199 - Attendance Incentive Allocation - 102.01					

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

Performance Objective 6 Problem Statements:

Demographics
Problem Statement 4: Over 20% of faculty believes we do no have procedures to track absences and tardies. **Root Cause 4**: Change of administrative teams.

Perceptions
Problem Statement 3: As a campus we need to improve the sense of identity and school spirit. We need to have a sense of belonging for students. **Root Cause 3**: Students disrespect the school by trashing the restroom. Students do not have school spirit.

Goal 9: North Shore Middle School will achieve a 96.5% or higher student attendance rate, utilizing the $7,750.00 Attendance Incentive Plan allotment per nine weeks.

Performance Objective 7: Monthly Attendance Trophy Challenge between grade levels (7 & 8) to be housed in the grade level gym for each month.

Evaluation Data Source(s) 7: Increase in semester and year long attendance throughout the year.

Summative Evaluation 7:

			Reviews			
Strategy Description	**Monitor**	**Strategy's Expected Result/Impact**	**Formative**			**Summative**
			Oct	**Dec**	**Feb**	**May**
1) Attendance Strategy - Grade level team competitions - Students compete for the best attendance each month. The grade level with the highest attendance at the end of the month earns the attendance trophy.	Principal Principal's Secretary Administrators	This strategy encourages improved attendance.	0%			
	Problem Statements: Perceptions 3					
100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue						

Performance Objective 7 Problem Statements:

Perceptions
Problem Statement 3: As a campus we need to improve the sense of identity and school spirit. We need to have a sense of belonging for students. **Root Cause 3**: Students disrespect the school by trashing the restroom. Students do not have school spirit.

Goal 9: North Shore Middle School will achieve a 96.5% or higher student attendance rate, utilizing the $7,750.00 Attendance Incentive Plan allotment per nine weeks.

Performance Objective 8: Targeted student group from both grade levels (7 & 8) will meet monthly with an administrator in MPR to discuss incentives, attendance goal attainment/improvement, and the importance of attendance.

    Evaluation Data Source(s) 8: Increase in semester and year long attendance throughout the year.

    Summative Evaluation 8:

    Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			**Summative**
			Oct	**Dec**	**Feb**	**May**
1) Make regular contact with parents of students who miss 3+ days of school	Administrators Team Leaders Attendance Clerk	Show parents and students that NSMS pays attention and monitors absences.	0%			
Problem Statements: Demographics 4 - Perceptions 4						
2) Meet with all students and parents with 5+ unexcused absences at the end of each 9 weeks.	Administrators Team Leaders	Show parents and students that NSMS pays attention and monitors absences.	0%			
Problem Statements: Demographics 4 - Perceptions 4						
3) Document, upload and issue attendance contracts to students with more than 6 absences	Administrators	This strategy encourages improved attendance and changed behavior.	0%			
Problem Statements: Demographics 4						
4) Attendance clerk will generate a 3+ Consecutive Day Report. Any student listed on the report will get a visit from the ASAP officer if the school has not been made aware of their whereabouts.	Attendance Clerk ASAP Officer	Sending an officer to the homes of students with poor attendance would change the bad habits of missing school for no or small reasons.	0%			
Problem Statements: Demographics 4						
5) Document, upload and issue attendance agreements to students with more than 3 absences. This agreement includes the campus/district policies and procedures after absences.	Attendance Clerk	Show parents and students that NSMS pays attention and monitors absences. This method forewarns students before attendance issues become a problem.	0%			
Problem Statements: Demographics 4 - Perceptions 4						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue			

Performance Objective 8 Problem Statements:

Demographics
Problem Statement 4: Over 20% of faculty believes we do no have procedures to track absences and tardies. **Root Cause 4**: Change of administrative teams.

Perceptions
Problem Statement 4: North Shore Middle School has low parental involvement. **Root Cause 4**: Language barrier.

2019-2020 CPAC Committee

Committee Role	Name	Position
Principal	Chris Eckford	Principal
Assistant Principal	Yeri Villalobos	Assistant Principal
Classroom Teacher	Antonio Antoine	8th Grade ELAR Teacher
Classroom Teacher	Deborah Powell	Think Thank Teacher
Classroom Teacher	Patricia Gordwin	CCR Teacher
Counselor	Danna Moten	School Counselor
District-level Professional	Myra Castaneda	Director of Student Services
Business Representative	Jose Jimenez	Business Representative
Classroom Teacher	Hanna DeFaria	Tech Apps Teacher
Classroom Teacher	Michael Tenaglio	Band Director
Classroom Teacher	Miles Ward	Choir Director
Classroom Teacher	Krystal Kotal	Math Teacher
Classroom Teacher	Rose Cunanan	ESL Teacher
Classroom Teacher	Denise Montemayor	Social Studies Teacher
Classroom Teacher	Dondi Humphrey	LOTC Teacher
Classroom Teacher	Kort'ne Sneed	CCR Teacher
Classroom Teacher	Victor Resendiz	ELAR Teacher