

Stafford Municipal School District

Stafford Intermediate School

CAMPUS IMPROVEMENT PLAN

2008-09

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**Stafford Municipal School District
DISTRICT MISSION STATEMENT**

The mission of Stafford Municipal School District is to produce individuals armed with academic and technological proficiency and strong values who function as contributing members of society.

**Stafford Intermediate School
CAMPUS MISSION STATEMENT**

Stafford Intermediate School - 2008-09 Campus Improvement Plan

**Stafford Intermediate School
CAMPUS IMPROVEMENT PLANNING COMMITTEE (CIPC)
2008-09**

Mrs. Patricia Suarez Cantu, Principal

Teaching Representatives

Kristi Beachum
Janet Hill
Michael Sweeney

Parent Representatives

Rahlita Thornton
Cynthia Lynn
Elizabeth Tolbert

Non-Teaching Representatives

LaTasha Jackson - Campus
Stephanie Bennett - District

Community Representatives

Andy Gonzalez

**Stafford Intermediate School
SUMMARY OF GOALS**

Goal 1: Improve student performance.

Strategy 1: Increase knowledge and skills of incoming 5th graders in reading, math, and science and incoming 6th grade math performance by at least 10 percentage points as measured by state assessments.

Goal 2: Enhance instructional program.

Strategy 1: Use strategies to provide maximum learning opportunities for all students as well as specific student groups.

Strategy 2: Expose student body to multiple opportunities for appreciation of various forms of art as evidenced by performances and artistic projects.

Goal 3: Promote student leadership skills within supportive environment conducive to learning.

Strategy 1: Take action steps to ensure that each student believes in self-worth, develops character and attends school regularly as evidenced by attendance rates.

Goal 4: Establish supportive relationships with SMSD parents and community.

Strategy 1: Provide opportunities for parental participation in designing instructional programs as evidenced by agendas and sign-in sheets of meetings.

Strategy 2: Provide special opportunities for families that will enlist their participation in school activities as evidenced by visitor logs, RSVPs, sign-in sheets..

Strategy 3: Provide special opportunities for businesses that will enlist their participation in school activities as evidenced by lecture or monetary contributions.

Strategy 4: Collaborate with campus contacts and groups throughout the district and community to increase participation in student activities and good causes.

Strategy 5: Promote the value of our multicultural diversity within our families and students.

Goal 5: Provide and promote an effective, safe and healthy learning environment.

Strategy 1: Continue maintenance of the mandatory dress code that promotes school spirit, education purpose, and equality.

Strategy 2: Maintain building security and constantly look for new and better ways to increase campus safety.

Goal 6: Recruit, support and retain a competent, highly-motivated and achievement-oriented staff.

Strategy 1: Recruit, support and retain a competent, highly-motivated and achievement-oriented staff.

Strategy 2: Provide recognition and incentives for faculty who go above and beyond their duties and who maintain excellent attendance.

Strategy 3: Monitor and evaluate classrooms on a consistent basis to ensure that the state and district objectives are being integrated effectively.

Stafford Municipal School District
STRATEGIC AREAS

- Strategic Area I:** Academic Excellence and Continuous Student Development and Improvement
- Strategic Area II:** Recruit, Attract, and Retain Highly-Qualified Staff
- Strategic Area III:** Provide a Safe and Secure School Environment
- Strategic Area IV:** Increase student attendance and decrease drop-out rate
- Strategic Area V:** Actively Promote SMSD in Community, County, State, and Nation

**Stafford Intermediate School
NEEDS ASSESSMENT**

1. Math and science instructional strategies and interventions
2. Teaching and addressing the needs of students with special needs or disability's (gifted and talented, ESL, Special Education populations)
3. Effective methods for improving student behavior in the classroom; classroom management
4. Response to intervention; differentiated instruction
5. Closing the achievement gap; effective teaching practices

Goal 1: Improve student performance.

Strategy 1: Increase knowledge and skills of incoming 5th graders in reading, math, and science and incoming 6th grade math performance by at least 10 percentage points as measured by state assessments.			
Person Responsible: Principal Assistant Principal Math Teachers Science Teachers	Brief Description: Implement differentiated instruction within classroom to meet the needs of all students.	Evaluation Benchmark: Snapshots Benchmarks Progress Reports Report Cards	
Progress Report Dates: End of each six weeks			
Resources Required: Math Manipulatives Science Equipment Staff Development	FTE's Required: 1	Source of Funds: Local Funds	Amount Science - \$2,309.00 Math - \$2,750.00 Consultant -\$5,900.00

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 1 - Strategy 1: Increase knowledge and skills of incoming 5th graders in reading, math, and science and incoming 6th grade math performance by at least 10 percentage points as measured by state assessments.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Conduct annual summer retreat to focus on team-building and celebrate 2007-08 accomplishments in reading and math.		X											
Disaggregate data and identify struggling students and weak TEKS/TAKS objectives. • Spring 2008 TAKS and 2008 TAKS-M • Spring 2008 TELPAS	Principal Assistant Principal Teachers	X	X	X									
Create TEK timelines for each content area to ensure alignment within the grade level.	Team Leaders Teachers	X	X										
Teachers will collaborate to reassess instructional timelines to recapture time lost due to Hurricane Ike.	Team Leaders Teachers			X									
Fifth grade math teachers will participate in training with Scott Foresman Addison Wesley representative to learn how to utilize technical features of newly adopted envision math textbook.					X								
Align with new CScope 6 th grade math curriculum.	Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X		
Sixth grade math teachers will participate in training with company representatives to learn to operate student response clickers.	6 th Grade Math Teachers		X	X									
All teachers will participate in weekly team and department meetings to analyze assessment data, gather resources, plan lessons, and align instruction.	Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X		
Teachers will plan and provide quality after-school tutorials to meet the needs of struggling learners based on data from first six-weeks' assessment.	Teachers			X	X	X							
During school tutorials and study hall will be delayed until January 2009 to maximize instructional time and recapture time lost during Hurricane Ike.	Teachers						X	X	X	X			

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 1 - Strategy 1: Continued													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Move late bus pick up from 4:15pm to 4:30pm to increase after-school tutorial time to help teachers recapture needed instructional time for struggling students.	Principal Transportation Director												
Cancel Kids-n-Cops parade to recapture valuable instructional time.	Principal			X									
Analyze individual student performance in class and determine an intervention plan for struggling learners, prepare instructional materials, implement differentiated activities to address academic weaknesses.	Teachers			X	X	X	X	X	X	X			
Reading teachers will work to align assessments and objectives and maintain high TAKS scores.	Principal Reading Teachers			X	X								
Science lab will be redesigned to implement TAKS objectives stations, word walls, and vocabulary student to improve performance on science TAKS.	Principal Science Lab Teachers			X	X								
Science lab accelerated instructions will be provided to struggling students in small groups.	Principal Science Lab Teachers				X	X	X	X	X	X			
Math consultant will observe and work with 6 th grade math teachers to improve instruction and implement differentiated lessons based on assessment data.	Principal Assistant Principal Math Consultant 6 th Grade Math Teachers			X	X	X	X						
Hold faculty meetings to design intervention strategies for at-risk, Title I, economically disadvantaged populations.	Principal Counselor Teachers Consultant	X	X	X	X	X	X	X	X	X	X		
Track all students for continued mastery of objectives, snapshots, and benchmarks utilizing disaggregation template.	Principal Assistant Principal Teachers			X			X		X				

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 1 - Strategy 1: Continued													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Create schedule to promote team teaching and to make electives available to 6 th grade students (band, music and karate).	Principal Assistant Principal Counselor Team Leaders	X	X	X	X	X	X	X	X	X	X	X	
Create schedule to promote mentoring and coaching for 6 th grade math and science teachers or the development or implementation of differentiated activities to facilitate Tier I and Tier II support.	Science Lab Teachers Math and Science Consultant			X						X			
Utilize staff members with open slots during instructional day to provide organizational and instructional support to struggling students in homeroom classes.	Principal Assistant Principal Music Teacher Paraprofessionals		X	X	X	X	X	X	X	X	X		
Create schedule that promotes a weekly rotation for Science Lab, Smart Board, Research Lab, and Library.	Principal Team Leaders	X											
Devote 45 minutes at the end of the school day for reteaching of weak TEK objectives and TAKS preparation.	Principal Teachers			X									
Organize after-school math, reading clubs for Title I students for accelerated instruction.	Principal Teachers						X	X	X				
Teach TEKS with CScope, Mentoring Minds, TEKS flipcharts, Brain Pop, United Streaming, new textbooks, and CScope model lessons, consumables, and project Rubrics.	Teachers	X	X	X	X	X	X	X	X	X	X		
Ask questions with verbs and create lessons and problems designed to motivate higher order thinking skills.	Teachers	X	X	X	X	X	X	X	X	X	X		
Utilize computer lab for individualized academic support, keyboarding, and internet search.	Principal Teachers				X	X	X	X	X	X	X		
Provide TAKS Study Island staff development training on hands-on math and science instructional strategies.	Kolak Group Consultant Linh Lu Perez Consultant Science Lab Teachers	X		X	X	X	X	X	X				

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 1 - Strategy 1: Continued													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Participate in CScope staff development to enhance instruction.	Asst. Supt. Curriculum, Instruction, and Assessment Teachers	X											
Provide staff development on the District Dyslexia Coordinator, identification and effective teaching of dyslexic students.	Principal District Dyslexia Coordinator		X										
Implementation of Neuhaus Dyslexia strategies.	District Dyslexia Coordinator Teachers		X	X	X	X	X	X	X	X	X		
Provide staff development on effective research-based teaching strategies to increase academic performance of minority students.	Asst. Supt. Curriculum, Instructions, and Assessment	X											
Provide staff development on technology integration (Webquest) within the classroom.	Technology Department Teachers	X		X									
Analyze 2007-08 discipline reports and provide TBSI staff development to improve classroom management and improve instruction.	Principal Assistant Principal Middle School Assistant Principal	X											
Grade 5 master reading teachers will collaborate to share effective teaching strategies for reading and writing to the 3 rd and 4 th grade teachers during designated vertical team days as coordinated by Stafford Intermediate and Stafford Elementary Schools' administrators.	Principals Reading Teachers			X	X	X	X	X	X				
Grade 5 science teachers will collaborate with science lab teacher to share effective teaching strategies, content, hands-on activities to the 3 rd and 4 th grade science teachers to help improve teacher confidence and improve quality of science instruction, ultimately raise scores on 5 th grade science TAKS.	Principals Reading Teachers Science lab Teachers Science Teachers			X	X	X	X	X	X				
Follow-up vertical alignment sessions will be coordinated throughout 2008-09 to maintain support and communication to address gaps in science content TAKS objectives.													

Goal 2: Enhance instructional program.

<p>Strategy 1: Use strategies to provide maximum learning opportunities for all students as well as specific student groups.</p> <p>Strategy 2: Expose student body to multiple opportunities for appreciation of various forms of art as evidenced by performances and artistic projects.</p>			
<p>Person Responsible: Principal Assistant Principal GT Coordinator Teachers Science Lab Teachers</p>	<p>Brief Description: Use differentiated teaching strategies to provide maximum learning opportunities for all students as well as specific student groups.</p>	<p>Evaluation Benchmark: Observations Snapshot Data Benchmark Data TAKS Scores</p>	
<p>Progress Report Dates: Dates for Progress Reports</p>	<p>Report Cards</p>		
<p>Resources Required: Field Trips Tutorials Materials Manipulatives and Instructional Resources Technology (Brain Pop, TAKS Study Island, United Streaming) licenses Staff Development Assessment Resources (Kamico, Step Up to TAKS, Measuring Up)</p>	<p>FTE's Required: None</p>	<p>Source of Funds: Local Funds - Bilingual/ESL Title I Title III Local Funds - Reading Local Funds - Math Local Funds - Science Local Funds - Teacher Training Local Funds - GT Local Funds - Field Trips 5th Local Funds - Field Trips 6th</p>	<p>Amount \$446.00 \$1,550.00 \$3,000.00 \$1,172.00 \$2,309.00 \$2,750.00 \$1,315.00 \$100.00 \$1,755.00 \$1,803.00</p>

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 2 - Strategy 1: Use strategies to provide maximum learning opportunities for all students as well as specific student groups.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Maximize the use of least restrictive environment; continue to mainstream students who are one year below grade level for AYP participation.	Principal Counselor CARE Teams Teachers	X	X										
Create time within the school day to have resource teachers co-teach and provide assistance in the modification of student work within mainstream and inclusion classes.	Principal Resource Teachers		X	X	X	X	X	X	X	X	X		
Create schedule to allow resource teachers to provide instruction and support in ISS.	Principal Resource Teachers	X	X	X	X	X	X	X	X	X	X		
Promote inclusion; design schedule to allow Resource Teachers to assist SpEd students in mainstream classes.	Principal Resource Teachers		X	X	X	X	X	X	X	X	X		
Provide staff development to faculty on the implementation of modifications in regular education setting for students with special ends.	SpEd Department		X										
Train staff on Response to Intervention (Rtl) program requirements and CARE team procedures to assist struggling students.	District Consultant Asst. Supt. Curriculum, Instruction and Assessment	X											
Provide training on the implementation of differentiated instruction to meet Rtl requirements for struggling learners.	Math Consultant Master Teachers Counselors				X								
Continue staff training on usage of newly created district Rtl documentation forms.	Principal Counselors				X	X	X	X	X	X	X		
Provide staff development for CPI and TBSI training and recertification to faculty members who interact with SpEd students.	SpEd Department				X	X	X	X	X	X	X		
Enhance ESL pull-out program by scheduling time for ESL teachers to assist LEP students.	Principal Director of Bilingual/ESL ESL Teachers	X	X	X	X	X	X	X	X	X	X		

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 2 - Strategy 1: Continued		Timeline											
Activity	Person(s) Responsible	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Increase learning opportunities for LEP students in regular classes by implementing strategies learned in district, summer staff development, and Region 4 conferences and seminars.	Bilingual Teachers ESL Teachers	X	X	X	X	X	X	X	X	X	X		
Share effective strategies to assist math and science teachers in educating LEP students.	ESL Teachers												
Implement interventions recommended per CARE team and document results during Tier I and Tier II stages of Rtl.													
Encourage exited LEP students to read to Primary and Elementary LEP students (serve as models).	Principals Bilingual Teachers ESL Teachers								X	X	X		
Utilize manipulatives, software, and literature to make learning more comprehensible and to enhance Bilingual/ESL program. Document implemented ESL accommodations to support LEPs in all content areas on district checklist.	Principal Bilingual Teachers ESL Teachers		X	X	X	X	X	X	X	X	X		
Conduct PEAK meetings to discuss and plan lessons and projects for GT pull-out program.	GT Coordinator GT Teachers		X	X	X	X	X	X	X	X	X		
Encourage teachers and staff to seek or maintain GT certification by way of participation in summer professional development, GT conferences, and GT Co-Op sessions.	Principal GT Coordinator Team Leaders	X	X	X	X	X	X	X	X	X	X		
Schedule special field trip for GT students to reinforce projects and instructional units.	GT Coordinator GT Teachers							X					
Cluster GT and high-achieving students within one pod of GT certified teachers so that they may benefit from a healthy competitive and stimulating learning environment.	Principal Assistant Principal Counselor	X											
Facilitate weekly GT projects involving all GT students within each grade level. Display completed projects at annual District GT Showcase.	GT Coordinator GT Teachers		X	X	X	X	X	X	X	X	X		
Promote participation in a school-wide Science Fair to reinforce science TEKS and encourage independent investigations.	Science Lab Teacher Science Teachers		X	X	X	X	X	X	X	X	X		

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 2 - Strategy 1: Continued													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Implement Science Select CScope curriculum within science lab for the 5 th grade to improve performance on science assessment.	Science Lab Teachers		X	X	X	X	X	X	X	X	X		
Fifth and sixth grade GT students will research and prepare presentations on presidential candidate platforms and key issues. Student body will use information to participate in mock election to coincide with the November 4, 2008, Election Day.													
Assess current GT students as well as any student who achieved Commended Performance on 2008 TAKS for GT identification utilizing new Scantron Performance Series on-line assessment.	Counselor												
Utilize Accelerated Science activities to apply science TEKS/TAKS within classrooms.	Science Teachers		X	X	X	X	X	X	X	X	X		
Provide hands-on science lab to apply science TEKS and TAKS objectives within stations.	Science Lab Teachers				X	X	X	X	X	X	X		
Designate grade level representatives to participate in science, math, reading, and social studies vertical alignment team.	Administrators Science Coordinator Teachers Grade Level Representatives			X									
Incorporate ideas learned from CAST science conference and CAMT math conference for family Winter Snowfest instructional booths.	Reading Coordinator Math Coordinator Science Coordinator Teachers Students						X						
Provide small group accelerated instruction math lab for SSI participants.	Graded 5 Math Teachers Science Lab Teachers												
Provide small group accelerated instruction reading for SSI participants.	Master Reading Teachers Teachers								X	X	X		
Implement project-based instruction utilizing rubrics to encourage collaboration and teamwork among students.	Teachers						X	X	X	X	X		
Implement transition program for 6 th grade students to teach students to organize workload from five different teachers.	Teachers									X	X		

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 2 - Strategy 1: Continued													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Organize 6 th grade tour of Middle School campus to introduce students to future surroundings and expectations.	Middle School Counselors											X	
Teach technology TEKS by encouraging students to create and present PowerPoint, SmartBoard, and Prometheus projects.	Teacher			X	X	X	X	X	X	X	X		
Develop technology proficiency through Cyber-learning staff development topics.	Technology Leaders Teachers	X											
Challenge students to investigate and research topics and projects on internet with weekly visits to computer lab.	Teachers		X	X	X	X	X	X	X	X	X		
Enhance instruction by incorporating clickers, CScope PowerPoints, Brain Pop, Webquest, and other software into daily lessons.	Teachers		X	X	X	X	X	X	X	X	X		

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 2 - Strategy 2: Expose student body to multiple opportunities for appreciation of various forms of art as evidenced by performances and artistic projects.													
		Timeline											
Activity	Person(s) Responsible	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Encourage students to appreciate music education by reporting on different composers during morning assembly.	Music Teachers Teachers							X	X	X	X	X	X
Conduct auditions and establish school choir.	Music Teacher		X										
Teach fine arts TEKS by presenting Winter musical and end-of-year band performances.	Music Teacher Band Director Parents					X					X		
Organize field trips to expose students to the preparation of shows in Houston's Theatre District.	Music Teacher			X									
Incorporate strategies learned at TMEA into music curriculum.	Music Teacher							X	X	X	X		
Present cultural performances throughout the school year (Black History Program).	Drama Team Sponsor			X	X	X	X	X	X	X	X		
Encourage 6 th graders to develop self-discipline and maturity by participating in the Band and Karate programs.	Band Director Band Teacher Karate Instructor		X	X	X	X	X	X	X	X	X		
Expose campus inclusion classes to theatrical performances that correspond and reinforce classroom novels such as "Holes".	Principals Inclusion Teachers UH Theatre Group			X									

Goal 3: Promote student leadership skills within supportive environment conducive to learning.

Strategy 1: Take action steps to ensure that each student believes in self-worth, develops character and attends school regularly as evidenced by attendance rates.			
Person Responsible: Principal Assistant Principal Counselor Teachers	Brief Description: Help students develop self-worth and good character with good attendance..	Evaluation Benchmark: Fewer Discipline Referrals Higher Grades	
Progress Report Dates: None			
Resources Required: Program Materials Character Ed Incentives and Rewards Student Council Safe and Drug-Free Activities UIL Training Resources	FTE's Required: None	Source of Funds: Local Funds Title IV	Amount \$1,472.00 \$900.00

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 3 - Strategy 1: Take action steps to ensure that each student believes in self-worth, develops character and attends school regularly as evidenced by attendance rates.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Reward students who have exhibited selected character traits and hardworking behavior or perfect attendance for the six weeks (extra recess and educational field trips).	Principal Counselor Teachers				X	X	X	X	X	X	X		
Support Student Council elections and leadership activities.	Principal Student Council Sponsor Teachers			X	X	X	X	X	X	X	X		
Support UIL participation in all academic events and school spirit.	Principal Teachers UIL Coordinator			X	X	X	X						
Support Student Council's aluminum can recycling efforts.	Student Council Sponsor Julius Metals			X	X	X	X	X	X	X	X		
Empower students to lead all areas of the morning assembly (color guard, pledges, patriotic songs, Learners' Creed, attendance recognition).	Teachers Students	X	X	X	X	X	X	X	X	X	X		
Implement PRIDE Guidance and Counseling program and Auto Be Good character education program.	Principal Counselor Teachers				X	X	X	X	X	X	X		
Recognize and reward students for exhibiting the designated character trait for the six weeks with trips to the IMAX, Challenger Mission, Museum of Science.	Principal Counselor Teachers				X	X	X	X	X	X	X		
Entertain student body by signing and performing character education song during morning assembly with the staff emphasizing six weeks character trait.	Counselor Music Teacher Interested Teachers				X	X	X	X	X	X	X		
Provide a Stafford High School PAL to selected students for mentorship and support.													
Conduct character education lessons on pillows once per six weeks within classrooms.	Counselor Teachers				X	X	X	X	X	X	X		

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 3 - Strategy 1: Continued.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Implement High School PALS mentoring program to service at-risk population.	Counselors Teachers												
Hold monthly Student Council meetings focused on Safe and Drug-Free topics , tobacco awareness, and programs.	Counselor Student Council Sponsor Student Council Representative				X								
Kids 'N Cops program to educate 5 th graders on peer pressure, bullying, drugs, tobacco, etc.	Counselor Fort Bend Sheriff's Office			X	X	X	X	X	X	X	X		
Now That You're 10! presentation to inform 5 th grade on legal ramifications of misconduct.	Counselor Fort Bend Sheriff's Office		X	X	X	X							
Implement sexual harassment presentation to education 6 th grade students about respect toward females peers.	Counselor Fort Bend Sheriff's Office			X	X								
Implement state-mandated abstinence program in all 6 th grade classes to teach students to respect their bodies.	Counselor Nurse												
Implement bullying prevention program via Kids 'N Cops and Auto Be Good programs school-wide.	Principal Assistant Principal Counselor Teachers												

Goal 4: Establish supportive relationships with SMSD parents and community.

<p>Strategy 1: Provide opportunities for parental participation in designing instructional programs as evidenced by agendas and sign-in sheets of meetings.</p> <p>Strategy 2: Provide special opportunities for families that will enlist their participation in school activities as evidenced by visitor logs, RSVPs, sign-in sheets.</p> <p>Strategy 3: Provide special opportunities for businesses that will enlist their participation in school activities as evidenced by lecture or monetary contributions.</p> <p>Strategy 4: Collaborate with campus contacts and groups throughout the district and community to increase participation in student activities and good causes.</p> <p>Strategy 5: Promote the value of our multicultural diversity within our families and students.</p>							
<p>Person Responsible: Principal Assistant Principal Counselor Teachers</p>		<p>Brief Description: Provide opportunities to enlist the participation of parents and community businesses in student activities and multicultural events..</p>		<p>Evaluation Benchmark:</p>			
<p>Progress Report Dates: December 2008</p>		<p>January 2009</p>					
<p>Resources Required: Food and Materials for International Gala Materials for Spartan Choir Musical Materials for Career Day Presenters Winter Snowfest Manipulatives (Family Learning Night)</p>		<p>FTE's Required: None</p>		<p>Source of Funds: Local Funds and Donations Title I</p>		<p>Amount \$1,722.00 \$300.00</p>	

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 4 - Strategy 1: Provide opportunities for parental participation in designing instructional programs as evidenced by agendas and sign-in sheets of meetings.													
		Timeline											
Activity	Person(s) Responsible	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Conduct two CIT meetings each semester to check status of goals and objectives and parental involvement policy.	Principal Assistant Principal CIT Members					X				X			
Conduct Title I parent meetings each semester to discuss implementation of instructional interventions and parent involvement policy and develop Title I compact.	Principal Parents Home-School Liaison			X					X				
Conduct morning and afternoon parent meetings to discuss the Student Success Initiative for 5 th grade.	Principal Assistant Principal Counselor					X							
Conduct Safe and Drug-Free parent committee meetings to plan Red Ribbon Week activities and discuss guidance programs.	Principal Counselor Committee			X									
Invite parents to speak to specific pods during Career Day.	Administrators Teachers Counselor					X							

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 4 - Strategy 2: Provide special opportunities for families that will enlist their participation in school activities as evidenced by visitor logs, RSVPs, sign-in sheets.		Timeline											
Activity	Person(s) Responsible	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Organize parent orientation night (Meet and Greet) to facilitate parent and teacher introductions and share information on school-wide programs, expectations, and incentives.	Principal Staff Counselor	X											
Organize opening of school (Open House) to educate parents on grading policies, discipline management system, weekly communication system, curriculum resources, homework expectations and student award systems.													
Provide a weekly student folder with conduct, graded assignments, notices, monthly school activity calendar with educational websites.	Teachers	X	X	X	X	X	X	X	X	X	X		
Utilize NetStart web-pages to maintain consistent communication with parents.	Teachers	X	X	X	X	X	X	X	X	X	X		
Utilize parent Portal to help parents stay abreast of student performance throughout the week (updated every Wednesday).													
Plan and present with student participation various academic programs such as Winter Snowfest to help parents teach and reinforce math, reading, and science skills at home.	Principal Teachers Students						X						
Plan Open House during National Public school month to invite parents to view their children's work and discuss progress.	Principal Staff								X				
Reward students' use of instructional strategies with dances and pool parties.	Principal Teachers							X			X		

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 4 - Strategy 3: Provide special opportunities for businesses that will enlist their participation in school activities as evidenced by lecture or monetary contributions.													
		Timeline											
Activity	Person(s) Responsible	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Have speakers from various careers address the student body for Career Day.	Principal Counselor Teachers Speakers					X							
Continue recycling program with Julius Metals to promote environmental concerns.	Student Council Sponsor			X	X	X	X	X	X	X	X		
Praise and recognize Student Council campaign efforts.	Principal Student Council Sponsor		X	X									

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 4 - Strategy 4: Collaborate with campus contacts and groups throughout the district and community to increase participation in student activities and good causes.		Timeline											
Activity	Person(s) Responsible	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Conduct evening parenting sessions on a variety of preteen topics.	Counselor Fort Bend Regional Council						X	X					
Invite parents and community members to participate in all activities, morning assembly, etc.	Principal Staff Secretary	X	X	X	X	X	X	X	X	X	X		
Invite secondary students (varsity cheerleaders) to lead in activities such as TAKS pep rallies and Red Ribbon Rally.	Counselor			X						X	X		
Support the district through contributions to fundraising activities for special occasions, scholarship drives, and holiday food drives.	Staff Students Parents			X	X	X							
Support Stafford's Project Smile canned goods food drive to reinforce good citizenship and compassion for our fellow man.	Staff Students Parents					X							
Support academic and artistic activities such as UIL, plays, choral presentations, spelling bee, and band performances.	Staff Students Parents					X	X						
Encourage staff to support the SMSD Education Foundation by participating in the Gobble Hobble 5K Fun Run.	Principal												
Support Locks of Love to compassion and good citizenship toward children with cancer.	District Sponsor Ronald McDonald House										X		

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 4 - Strategy 5: Promote the value of our multicultural diversity within our families and students.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Be sensitive to all cultures and teach children to appreciate differences in each other.	Principal Staff												
Work together to plan and present a school-wide International Gala celebrating different countries.	Staff Parents												
Provide opportunities for students to talk about their culture during morning assembly (Round the World Winter Celebrations).	Principal Teachers Students												
Participate in diversity training and conflict resolution.	Principal Diversity Trainer Teachers												
Empower students to research and create presentations on key figures in Black History, Hispanic Heritage, and other cultures during morning assembly.	Teachers												

Goal 5: Provide and promote an effective, safe and healthy learning environment.

Strategy 1: Continue maintenance of the mandatory dress code that promotes school spirit, education purpose, and equality.			
Strategy 2: Maintain building security and constantly look for new and better ways to increase campus safety.			
Person Responsible: Principal Assistant Principal Teachers	Brief Description: Maintain standardized dress code to promote educational purpose, equality, school spirit and safety..	Evaluation Benchmark: Daily safety and efficient drill procedures	
Progress Report Dates: Throughout school year			
Resources Required: Identification Badges Drug Dog Presentation and Visit V-Soft Electronic Scanner Lockdown, Tornado and Fire Drills	FTE's Required: None	Source of Funds: Student Activity Funds Safe and Drug-free	Amount \$750.00

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 5 - Strategy 1: Continue maintenance of the mandatory dress code that promotes school spirit, education purpose, and equality.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Review appropriate dress code as outlined in the Student and Parent Handbook during Parent Orientation Night.	Assistant Principal Teachers		X	X	X	X	X	X	X	X	X		
Send home a written reminder of appropriate dress code standards as outlined in the Student and Parent Handbook at the beginning and end of school to serve as a guide to help parents make purchases for the upcoming school year.	Assistant Principal Teachers Secretary		X									X	
Clarify and enforce dress code expectations on a consistent basis.	Principal Assistant Principal Teachers	X	X	X	X	X	X	X	X	X	X		
Send a note home and make parent phone calls regarding dress code violations.	Assistant Principal Teachers		X	X	X	X	X	X	X	X	X		
Take disciplinary action for chronic dress code violations.	Assistant Principal Teachers		X	X	X	X	X	X	X	X	X		
After a student has received eight marks on a behavior card for misconduct, the student will receive a Discipline Referral. Some behaviors warrant an immediate referral regardless of the number of marks on a behavior card.													
When a student is issued a referral, the Principal or Assistant Principal will provide an appropriate disciplinary action that is in accordance with the guidelines established in the Student and Parent Handbook and district policy and procedures.													
Isolated lunch, after-school detention, in-school suspension, out-of-school suspension, and Saturday School are the discipline assignments and placements that will be utilized by administrators. Discipline assignments are at the discretion of the administrator and is based upon the student's offense.													

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 5 - Strategy 2: Maintain building security and constantly look for new and better ways to increase campus safety.												
Activity	Person(s) Responsible	Timeline										
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Request that staff and students wear their picture ID daily.	Principal Staff Front Office Staff			X	X	X	X	X	X	X		
Direct visitors to the front office to sign-in and obtain V-Soft visitor badge. Redirect visitors without badges to the front office.	Staff Front Office Staff	X	X	X	X	X	X	X	X	X		
Conduct fire, tornado, and lockdown drills throughout the year.	Administrators Staff	X	X	X	X	X	X	X	X	X		
Train members of Campus Crisis Team on appropriate procedures during emergency situations.	Principal Crisis Team Members	X	X	X	X	X	X	X	X	X		
Promote Red Ribbon Week activities for Safe and Drug-Free school program.	Principal Assistant Principal Counselor			X								
Consistently disseminate tobacco awareness information to students and parents via brochures and presentations throughout the year.	Principal Assistant Principal Counselor Teachers											
Schedule demonstration of Canine Contraband Detector to teach importance of a drug-free lifestyle.	Principal Assistant Principal						X	X	X	X	X	
Arrange for drug dog to visit for unannounced searches.	Principal Assistant Principal						X	X	X	X	X	
Encourage teachers to utilize TEK-based tobacco prevention lessons within classroom during science instruction.	Teachers											

Goal 6: Recruit, support and retain a competent, highly-motivated and achievement-oriented staff.

Strategic Area V: Recruit, attract, and retain highly-qualified staff.			
Person Responsible: Principal Assistant Principal Team Leaders		Brief Description: Monitor and evaluate classroom instruction.	Evaluation Benchmark:
Progress Report Dates: End of each six weeks.			
Resources Required: Teacher Attendance Incentives Bilingual/ESL Stipends Staff Development Personnel Time and Effort		FTE's Required: None	Source of Funds: Local Funds Title I Title III
			Amount \$6,500 \$1,550 \$3,000

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 6 - Strategy 1: Recruit, support and retain a competent, highly-motivated and achievement-oriented staff.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Allow administrators to lead by example through participation in professional development on topics identified by needs assessment (conferences).	Principal Asst. Principal Counselor				X								
Train interested faculty members in academic and behavioral areas to address student needs.	Principal Consultants	X	X	X	X	X	X	X	X	X	X	X	
Provide training to current and new teachers on the use of RSCCC for attendance and grades.	PEIMS Director	X											
Provide training on Parent Portal feature for Spring implementation for parents.	Technology												
With in-house support every teacher will prepare at least one PowerPoint lesson to teach and will share with staff via email.	Teachers Technology		X	X	X	X	X	X	X	X	X	X	
Provide mentoring and mini-trainings for staff new to the profession. (Library, media resources, Region 4 media, discipline strategies, data disaggregation)	Principal Asst. Principal Team Leaders Teacher		X	X	X	X	X	X	X	X	X	X	
Send counselor to trainings in order to guide staff on strategies for students with behavioral needs.	Principal Counselor		X	X	X								
Assign mentors and peer coaches to new teachers and teachers new to SMSD.	Principal	X											
Offer Competitive salaries.	District	X	X										
Provide training and follow-up sessions for teachers on CScope and Cambridge computer programs to plan instruction with TAKS-based data.	Asst. Supt. Curriculum, Instruction and Assessment												
Provide training on the development of teacher web-pages in time for live display at Fall Open House.	Technology												
Provide \$3,000 stipend to Bilingual teachers.	District	X											X

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 6 - Strategy 1: Continued													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Hire only degreed professionals with passing TEXES scores as highly-qualified teachers.	HR Department Principal Interview Committee	X										X	X
Hire paraprofessionals that are highly-qualified or agree to complete trainings to become highly-qualified.	HR Department Principal Interview Committee	X										X	X
Empower teachers to sponsor instructional and extracurricular student events (UIL, Student Council, Spelling Bee, Science Club, Science Fair, Rodeo Art, Choir, Career Day, fundraisers)													

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 6 - Strategy 2: Provide recognition and incentives for faculty who go above and beyond their duties and who maintain excellent attendance.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Post professional development opportunities in lounge and near mailboxes and through emails.	Principal Secretary	X	X	X	X	X	X	X	X	X	X	X	X
Seek public recognition for teachers who go above and beyond by the Board, Superintendent, and local media.	Principal Asst. Principal Team Leaders	X	X	X	X	X	X	X	X	X	X		
Recognize teachers' actions toward student improvement with a big "Thank You" and warm applause during morning assembly and invitation to District luncheon.	Principal Asst. Principal Staff	X	X	X	X	X	X	X	X	X	X		
Honor faculty and staff including custodians and cafeteria personnel with special breakfasts and treats.	Principal Asst. Principal Front Office Staff Parent Volunteers	X	X	X	X	X	X	X	X	X	X		
Reward staff members with the gift of time by way of a 'leave early' coupon when selected through the Random Act of Kindness (RAK) Jar.	Principal Teachers	X	X	X	X	X	X	X	X	X	X		
Invite staff to participate in field day events to entertain students and nurture morale.	Principal PE Teacher Staff									X			
Recognize secretaries during Secretaries Week.	Principal Hospitality Committee									X			
Recognize Nurse during Nurses' Week.	Principal Hospitality Committee									X			
Invite staff to participate in defense classes after-school with Coach Jones.													
Invite staff to maintain physical fitness by participating in teacher kick-boxing classes after-school in the gymnasium for a small fee with karate instructor S. Jones.													

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 6 - Strategy 2: Continued													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Recognize Counselor during Counselors' Week.	Principal Hospitality Committee								X				
Recognize positive faculty and staff for going above and beyond with 'Bonding Breakfasts' each six weeks.	Administration Principal Staff	X	X	X	X	X	X	X	X	X	X		
Recognize extended campus staff members (cafeteria works, custodians, police officers, maintenance) who contribute to the Intermediate Family.	Principal Staff	X	X	X	X	X	X	X	X	X	X		
Maintain summer team-building throughout the year by inviting teachers to participate in Fall teacher vs teacher volleyball game.													
maintain summer team-building and positive morale throughout the year by inviting teachers to participate in Spring teacher vs teacher basketball game.													
Recognize teachers' birthdays during morning assemblies along with a 'teacher mug' present and monthly birthday cake.													

Stafford Intermediate School - 2008-09 Campus Improvement Plan

Goal 6 - Strategy 3: Monitor and evaluate classrooms on a consistent basis to ensure that the state and district objectives are being integrated effectively.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Monitor classroom activities on a consistent basis.	Principal Asst. Principal	X	X	X	X	X	X	X	X	X	X		
Monitor implementation of CScope curriculum and differentiated instructional strategies.	Principal Asst. Principal	X	X	X	X	X	X	X	X	X	X		
Meet with faculty on Tuesdays for faculty meetings and in-services.	Principal Asst. Principal Counselor	X	X	X	X	X	X	X	X	X	X		
Meet with Team Leaders on last Thursday of the month to plan and assess students' needs and monitor program implementation.	Principal Asst. Principal Counselor Team Leaders	X	X	X	X	X	X	X	X	X	X		
Maintain minutes of each monthly leadership committee meeting within accessible file organizer in campus conference room.													
Visit CScope planning team meetings every Tuesday and collect minutes for review purposes.	Principal Asst. Principal Team Leaders												
Invite teachers to attend open leadership committee meetings to share concerns and requests at beginning of agenda.													
Encourage teachers to request instructional resources or staff development utilizing the campus request forms located in the campus conference room. Ensure they tie to the request with TEK objectives or CIP targets.													