

Herman Furlough Jr. Middle School

Campus Improvement Plan 2011-2012

Mission Statement

The Mission of Herman Furlough Jr. Middle School staff is to create a community of lifelong learners and productive citizens, encompassing learner-centered curriculum and instruction, which promotes higher-order thinking in all subject areas. We dedicate ourselves to provide a sensitive and caring environment, which focuses on the individual needs and talents of the students. We will encourage school, home, and community to participate in the educational process.

Presented to Terrell ISD School Board for Approval November 14, 2011

TERRELL INDEPENDENT SCHOOL DISTRICT MISSION STATEMENT

The mission of the Terrell Independent School District, a community of unique, diverse people, is to provide an exceptional learning experience in a safe, nurturing environment; challenging our students to achieve academic excellence and to be responsible, productive, and ethical members of a changing society.

SITE-BASED DECISION-MAKING COMMITTEE

The following persons served on the site-based decision-making committee during the preparation of the campus improvement plan for school year 2009-2010. They were committed to carrying out the school's mission statement and to developing and implementing a well-rounded instructional program that will prepare the students for middle and high school and to become productive citizens in a democratic society.

Position	Name	
Danielle Whiffen	Campus Administrator	Principal (CIT)
Kiondria Wright	Classroom Teacher	English
Kerry Whitehead	Classroom Teacher	Reading
Julie Hunter	Classroom Teacher	Science (CIT)
Amy Neilson	Classroom Teacher	Math (CIT)
Jason Moore	Classroom Teacher	Social Studies (DEIC)
Shellie Massengale	Classroom Teacher	Electives (CIT)
Robert Morrow	Classroom Teacher	Special Education (CIT)
Marsha Hannett	Classroom Teacher	ESL (CIT)
Deborah Leonard	Parent	
Neil Tucker	Parent	
Chris Lee	Parent	
Shuck Wieland	District Level Professional	
To Be Elected	Community Representative	
To Be Elected	Community Representative	
Oscar Hinchon	District-Level Professional	Director of Maintenance
Elizabeth O'Neal	Non-Classroom Staff	Instructional Facilitator
Paula Lovell	Paraprofessional	Receptionist
Gina Carpenter	Non-Classroom Staff	Counselor (DEIC) (CIT)
Mitzi Sherwood	Non-Classroom Staff	Assistant Principal (CIT)
Dexter Dumas	Non-Classroom Staff	Assistant Principal

COMPREHENSIVE NEEDS ASSESSMENT

The following data sources were reviewed to assess the campus' strengths and priorities:

2011 Accountability Data Table
Program evaluations
Discipline data
Attendance data
District Staff surveys
AYP for 2010-2011
AEIS 2010 (2011 will be available in November)
PDAS and walk through observations
TELPAS Results
Student Success Initiative/Grade Placement Committee Decisions
Strategic Plan Goals
TISD Safety Audit
Ascend Math Computer Program Data
Parent Volunteer Log

From the data sources above, we identified the following strengths:

Academic Program Strengths

- Ascend was an effective intervention program for students who failed the 7th grade math TAKS test the previous year. Passing rate for students assigned to Math Lab was 55%
- Reading scores for "All Students" were Exemplary with --- meeting standard
- Writing scores for "All Students" were Exemplary with --- meeting standard
- Social Studies scores for "All Students" were Exemplary with --- meeting standard
- Math scores for "All Students" were ---, with --- meeting standard
- Science Scores for "All Students" were ---, with --- meeting standard
- Students in special education made a --- increase in math.
- Gains were made in ---out of --- measures of the Campus Accountability Table
- Effective in-school and after school tutorial program
- Pre AP strategies imbedded into curriculum in all core subjects
- All academic teams had pre AP, special education, and LEP students

Staff Strengths

- Academic Teaming improved communication between teachers, students, and parents
- Staff Development emphasis on the Correlates of Effective Schools
- Retention of staff
- Four new teachers trained at Pre AP Summer Institute

Student Strengths

- Office referrals decreased by ---.
- Placement in ISS and OSS decreased
- Competed successfully in UIL academics, athletics, band and choir

Parent/Community Strengths

- Increased participation in Career Day and Shadow Your Child Day
- Community businesses donated money, supplies, and incentives to students and teachers
- Parent attendance at TAKS information nights
- Community businesses allowed students to visit and learn about future careers
- Community, district, and parent attendance at rallies, assemblies, and the Herman Furlough Jr. Memorial

From the data sources above, we identified the following needs:**Academic Program Improvement Needed**

- Increase attendance in after school tutorials for targeted students
- Increase the STAAR passing rate of LEP students
- Increase passing rate of students in Special Education who take STAAR needs to increase
- Increase STAAR scores in science and math
- Increase STAAR scores in African American and Economically Disadvantaged student groups

Staff Improvement Needed

- Increase understanding of effective feedback to students
- Increase academic expectations for all students
- Increase time on task and student engagement
- Raise expectations for students to monitor their own behavior and academic progress
- Increase communication with parents

Student Improvement Needed

- Increase student attendance rate from 95.3% in 2009-2010 to a minimum of 97% in 2010-2011
- Increase attendance in after school tutorials
- Raise expectations for students to monitor their own behavior and academic progress
- Gather information from students through electronic surveys

Parent and Community Improvement Needed

- Increase parent involvement and gather input through parent surveys
- Increase parent participation in the education of their child
- Improve two way communication with parents
- Raise parent expectations of their children
- Increase opportunities for parents and community to come to FMS
- Increase meaningful parent volunteer tasks at FMS

FURLOUGH MIDDLE SCHOOL
 2011 Accountability Data Table
 Percentage of students who Met Standards on TAKS
 Campus Rating: Academically Acceptable

	Reading	Writing	Social Studies	Mathematics	Science
All Students	86%	91%	93%	72%	67%
African American	79%	89%	88%	63%	53%
Hispanic	84%	92%	92%	72%	60%
White	93%	91%	97%	80%	85%
Econ. Disadv.	82%	89%	92%	68%	62%

District Goals for 2010-2011

Reading 90% in all student groups
 Writing 90% in all student groups
 Social Studies 90% in all student groups
 Mathematics 80% in all student groups
 Science 80% in all student groups

Improvements needed to meet district goals:

Reading

4% All students
 11% African Am.
 6% Hispanic
 8% Eco. Dis.

Writing

1% African Am.
 1% Eco. Dis.

Social Studies

2% African American

Mathematics

8% All students
 17% African Am.
 8% Hispanic
 12% Eco. Dis.

Science

13% All students
 27% African Am.
 20% Hispanic
 18% Eco. Dis.

**Teacher Demographic Data
2011-2012 Staff**

	Last	First	Ethnicity	Gender	Yrs. Exper	Yrs at Camp	Grade Level
Reading	Jacobs	Akiela	AA	F	1	1	7
Reading	Webb	Jenifer	W	F	15	12	7
Reading	Jenkins	Lisa	W	F	17	11	7 & 8
Reading	Baker	Rebecca	W	F	15	0	8
Reading	Whitehead	Kerry	W	F	6	6	8
Writing	Candler	Cynthia	W	F	22	22	7
Writing	Melugin	Mike	W	M	9	9	7
Writing	Wright	Kiondria	AA	F	5	5	7 & 8
Writing	Miles	Kendra	AA	M	6	5	8
Writing	Northcutt	Marlaina	W	F	12	7	8
Social Studies	Bryant	William	AA	M	1	1	7
Social Studies	Goodson	Nick	W	M	9	9	7
Social Studies	Setser	Mike	W	M	20	4	7 & 8
Social Studies	Waggoner	Ryan	W	M	20	7	8
Social Studies	Moore	Jason	W	M	9	4	8
Mathematics	Wang	Yan	Asian	F	26	13	7
Mathematics	Brown	Francis	W	F	16	11	7
Mathematics	Pettijohn	Cheryl	W	F	14	10	7 & 8
Mathematics	Neilson	Amy	W	F	6	6	8
Mathematics	Fair	LeSha	W	F	7	7	8
Science	Story	Jason	W	M	9	0	8
Science	Roman	Joseph	W	M	3	3	7
Science	Palmer	Ja'Michael	AA	M	2	1	7 & 8
Science	Wisdom	Sherry	W	F	2	0	7 & 8
Science	Hunter	Julie	W	F	6	4	8
Special Ed	Morrow	Robert	AA	M	25	15	7 & 8
Special Ed	Freeman	Lana	W	F	10	4	7 & 8
Special Ed	Abate	John	W	M	11	1	7 & 8
Special Ed	Lovern	Tamara	W	F	10	10	7 & 8
Special Ed	Nau	James	W	M	32	12	7 & 8
Special Ed	Sauceda	Emily	W	F	8	2	7 & 8
ESL	Hannett	Marsha	W	F	19	2	7 & 8
Dyslexia	Lewis	Allison	W	F	29	16	7 & 8
Math Inter.	Westmoreland	Dawn	W	F	11	11	7 & 8
Computer							
Family Cons. S	Massengale	Shellie	W	F	12	4	7 & 8
PE	Jones	Karla	W	F	15	1	7 & 8
PE	Stephens	Joe	W	M	8	3	7 & 8
Art	Cory	Karen	W	F	25	25	7 & 8
Career Invest	Williams	Carlton	AA	M	11	0	7 & 8
Band	Ratzlaff	Randy	W	M	34	28	7 & 8
Choir	Daniel	Ron	W	M	10	3	7 & 8
Choir	Perry	Sondra	W	F	36	2	7 & 8
Band	Guidry	Jason	W	M	9	3	7 & 8
Librarian	O'Neal	Elizabeth	W	F	15	2	7 & 8
Principal	Whiffen	Danielle	W	F	26	6	7 & 8

Assist. Principal	Dumas	Dexter	AA	M	16	1	7 & 8
Assist. Principal	Sherwood	Mitzi	W	F	21	5	7 & 8
Counselor	Carpenter	Gina	W	F	27	7	7 & 8
Counselor	Gamble	Kimberly	W	B	7	2	7 & 8

	Non classroom certified personnel
	Part time at Furlough – did not include in data

Total Full Time Teachers	39
White	31
African American	7
Asian	1
Male	15
Female	24

0 Beginning = 0
1 yr – 5 yrs = 6
6 yrs – 10 yrs = 13
11+ = 20

0 New to campus = 4
1 yr – 5 yrs = 16
6 yrs – 10 yrs = 9
11+ = 10

Student Data 2011-2012

	Number of Students	Percentage
Total Enrollment	610	100%
African Am.	150	25%
Hispanic	242	40%
White	194	32%
Econ. Dis.	415	68%
At-Risk	344	56%
LEP	147	24%
G/T	56	9%
SPED	63	10%

**FURLOUGH MIDDLE SCHOOL
2011-2012 STAFF DEVELOPMENT PLAN**

Date	Time	Location	Topic	Presenter
8-15	8:00 – 4:00	Lecture Hall	Welcome Back PBIS Kick-Off	Administrators PBIS Team
8-16	A.M.	PAC	District Convocation	Central Office
8-16	P.M.	Lecture Hall	Safe Schools Special Ed Update Campus Data Bullying Correlates of Effective Schools Discipline Data	Bonnie Dockery Juney Hall Danielle Whiffen Gina Carpenter Danielle Whiffen
8-17			District Planned Staff Development	Darla Pollard
8-18			District Planned Staff Development	Darla Pollard
8-19	8:00 – 4:00	Classrooms	Teacher Workday	
10-6	1:00 – 4:00	Campus	Parent Conferences	Dept. Chair
10-7	8:00 – 4:00		Math and Science focus Content related at various locations	Curriculum Dept.
10-10	8:00 – 4:00		Math and Science Focus Content related at various locations	Curriculum Dept.
11-11	1:00 – 4:00		Department Planning	Curriculum Dept.
1-2	8:00 – 4:00		CRISS Training	Curriculum Dept.
1-3	8:00 – 4:00		CRISS Training	Curriculum Dept.
2-24	1:00 – 4:00		STAAR Assessment Training	Kim Gamble
4-13	1:00 – 4:00		Horizontal Team Planning	Danielle Whiffen Dept. Chairs
5-31	1:00 – 4:00		Teacher Work Day	

2011-2012 Professional Learning Committee (PLC) Meeting Topics

Data Analysis

 AWARE

 Campus TAKS data

 Curriculum Based Assessments

 Attendance

 Discipline

Lesson Cycle

 Lesson Planning

 Madeline Hunter

 CSCOPE

Instructional Strategies

 Marsha Tate

 CRISS

Rigor and Relevance

STAAR

CAMPUS IMPROVEMENT PLAN

GOAL 1: Furlough Middle School will provide a viable curriculum and instructional program that engages all students.

Objective 1: All student groups at Furlough Middle School will meet or exceed district academic expectations on all State of Texas assessments. In reading, writing and social studies 90% of all students will meet the standard on STAAR. In science and math 80% of all student groups will meet the standard on STAAR

Formative: CSCOPE Unit Tests, Fluency Assessments, Running Records, Tutorial Assessments

Summative: Texas Primary Reading Inventory (TPRI) and Tejas Lee Scores (K-2), Reading/ELA, Math, Science, and SS STAAR/TAKS Scores (3-12), Texas Middle School Fluency Assessment (TMSFA), TELPAS Scores (K-12), Oral Language Proficiency Test, State and AYP District/Campus Summary Data Tables, AEIS District and Campus Reports

(SWP #2, 3, 8, 9) (SP #1.2, 1.3)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
All teachers and administrators will implement the CSCOPE Scope and Sequence for all core subject areas.	August 2011- May 2012	*Asst. Supt. *Curriculum Coord. *Campus Admin. *Teachers	*CSCOPE Scope and Sequence *District Funds
All teachers will assess their students, using the CSCOPE Unit Tests, in all core academic areas. All data will be disaggregated to determine areas of weakness.	August 2011- May 2012	*Asst. Superintendent *Director Test & Accountability *Curriculum Coord. *Principals * Campus Test Coordinators *Teachers	CSCOPE Scope and Sequence
The campus principal will conduct data talks with teachers regarding student results from the CSCOPE Unit Tests to determine instructional needs of the students.	August 2011- May 2012	*Principals *Teachers	*Eduphoria AWARE *CSCOPE Unit Tests
Scanners will be used by each campus to scan and score CSCOPE Unit Tests through the Eduphoria AWARE program.	August 2011- May 2012	*Asst. Supt. *Dir. Test & Acct *Curriculum Coord. *Principals * Campus Test Coord *Teachers	*Scanners *Eduphoria AWARE *CSCOPE Unit Tests

**Goal 1, Objective 1 Continued
Specific Sequential Actions:**

Action Step	Timeline	Responsibility	Resources/Program/Amount
Campus Intervention Teams (CIT) will monitor instruction and academic progress of students at FMS due to the 'Year 1 Academically Unacceptable' campus ratings.	August 2011- August 2012	*Asst. Superintendent *External CIT *Internal CIT *Principals	*TEA *Region 10
The campus will provide intervention strategies for all student group populations, requiring improvement, in order to meet State standards and AYP.	August 2011- May 2012	*Principal *Curriculum Coord.	*CSCOPE Scope and Sequence
All student subgroups will meet the 95% participation rate requirement on all State Assessment testing dates.	State Testing Calendar Days	*Dir. of Testing and Accountability *Principals *Student Services Director *ARD Committees	Documented Attendance Records
All core area teachers will utilize collaborative planning times (PLC's) to develop common lessons, using the Madeline Hunter Lesson Cycle.	August 2011- May 2012	*Principals *Teachers	*CSCOPE Scope and Sequence *Common Planning Times *PLC Agenda and Sign In Sheets
Each week Campus Administrators will conduct walkthroughs, in classrooms, providing teachers with feedback.	Weekly	*Campus Administrators	*Classrooms *T- Walkthrough Form
The Texas Middle School Fluency Assessment will be given to 7 th grade students who failed the 6 th grade Reading TAKS. The assessment measures fluency and comprehension levels of each student. Accelerated Reading instruction is provided in areas of weakness.	*Sept. 2011 *Jan. 2012 *May 2012	*Dir. of Testing and Accountability *Campus Test Coordinator *Principal *Teachers	*TMSFA State Materials
Technology Programs, including Study Island, ASCEND, Read Naturally, and Science Starters will be utilized for various subject areas to provide intervention to students as well as enrichment.	August 2011- May 2012	*Asst. Superintendent *Executive Dir. of Special Programs *Principals *Teachers	*SCE Funds *District Funds

Goal 1, Objective 1 Continued

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Tier II and III students, in accordance with RTI (Response to Intervention), will receive intervention instruction, for all four core subject areas, in order to achieve academic success.	August 2011- May 2012	*Asst. Superintendent *Executive Director of Special Programs *SPED Director *Campus Administrators *Curriculum Coord. *Intervention Teachers * Classroom Teachers	*District Funds *Terrell ISD RtI Manual
FMS will provide before, during, after school tutorials , and Saturday tutorials in reading, science, writing, and math to build and support academic skills.	August 2011- May 2012	*Asst. Superintendent *Executive Director of Special Programs *Curriculum Coord. *Principals *Intervention Teachers *Classroom Teachers	*SCE Funds (\$9,000.00)
All student instruction will be provided by Highly Qualified Teachers and Staff to engage students in learning. (See Highly Qualified Recruitment and Retention Plan-Appendix)	August 2011- May 2012	*Executive Director of Human Resources and Student Services *Executive Dir. of Special Programs	*District Funds *State Funds
All campus administrators and teachers will receive training in CRISS instructional strategies to improve instructional delivery.	August 2011- May 2012	*Asst. Superintendent *Campus Admin. *Teachers	*District Funds
Train students to chart and analyze individual academic progress in all STAAR subjects.	Weekly September 2011– April 2012	STAAR Teachers	Campus Funds
Collaborate with team teachers to integrate science and social studies concepts into reading and writing classes.	Weekly September 2011– April	Teachers	Collaborative planning time
Provide enrichment classes as an incentive for students to show mastery on benchmark and STAAR tests.	Daily September 2011 – April 2012	All teachers who are not tutoring during Tiger Time	Supplies and materials for various enrichment classes Character Ed videos \$1,000.00

Action Step	Timeline	Responsibility	Resources/Program/Amount
Plan lessons that actively engage students in rigorous and relevant learning from bell to bell.	Daily September 2011 – April 2012	All teachers	CSCOPE CRISS Strategies Madeline Hunter Lesson Cycle Marsha Tate strategies
Provide effective and timely feedback on all assignments.	Daily September 2011 – April 2012	All teachers	
Provide instructional supplies as needed to effectively provide curriculum and instruction and materials to support hands-on, inquiry based instructional strategies in all subject areas.	September 2011 – April 2012	Principal Department Chairs	Campus Funds \$17,000.
Purchase equipment and materials to support hands-on, inquiry based instructional strategies in all subject areas.	September 2011 – April 2012	Principal Department Chairs	Campus Funds \$5,000.
Provide ASCEND and Study Island programs in Math Lab as Tier II intervention for 8 th grade	August 2011– May 2012	Counselor Math Lab Teacher	Comp Ed Funds Ascend subscription 5 th – 8 th grade, Study Island
Each core department will collaborate on common lesson plans and assessments	August 2011– May 2012	Department Chairs Curriculum Coord. Principal	CSCOPE CRISS Strategies Madeline Hunter Lesson Cycle Marsha Tate Strategies

GOAL 1: Furlough Middle School will provide a viable curriculum and instructional program that engages all students.

Objective 2: The Campus Leadership Team at Furlough Middle School will provide support for quality instruction and programs that will increase student achievement and STAAR scores.

Selected Evaluation Measure(s):

Formative: Classroom observations, benchmark data analysis, failure reports, attendance reports, Lesson Plans, PDAS,

Summative: 2011 Accountability Rating

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Provide materials, supplies, programs and training for teachers to provide effective instruction.	August 2011 – June 2012	Principal	Campus Funds
Monitor attendance and intervene quickly when students have attendance problems.	August 2011– June 2012	Assistant Principals Attendance Clerk	Attendance reports
Develop and monitor a comprehensive STAAR tutorial plan that includes student identification, materials, focused data analysis.	August 2011 and December 2011	Principal Assistant Principals	Prior year’s TAKS scores
Purchase equipment and materials to support hands-on, inquiry based instructional strategies in all subject areas.	September 2011– May 2012	Principal Dept. Chairs	Equipment and materials
Provide consistent and immediate disciplinary consequences in an effort to reduce disruptions in class.	August 2011– June 2012	Assistant Principals	RtI Manual
Assist all students in formulating Personal Graduation Plans.	February 2012 – March 2012	Counselor	PGP’s Time for Counseling Students and Parents
Provide effective and immediate feedback to teachers regarding classroom management and instructional deficiencies observed in walkthroughs and evaluations.	September 2011 – April 2012	Principal Assistant Principals	I PAD Eduphoria PDAS
Host fifth annual “Focus on Higher Education” week.	March	Counselor	Materials for activities
Provide academic counseling to At-Risk students, meeting with students who failed each six weeks	October 2011– April 2012	Counselor	Grade Reports Time for Counseling Students

Monitor all students for the 13 at-risk indicators throughout the year.	August 2011– June 2012	Counselor	At-Risk Criteria Permanent Files
Utilize SST process to provide interventions for students with behavior and/or academic problems.	September 2011– May 2012	Principal Counselor SST Committee	SST Forms RtI Manual
Provide opportunities for teachers to participate in professional book Studies.	October 2011– May 2012	Principal Assistant Principals	Books
Read, study and discuss <i>The Five Dysfunctions of a Team</i> with, assistant principals, team leaders and department chairs	November 2011	Principal	Books
Participate in Region 10 Principal Leadership Academy and Assistant Principal Leadership Academy	August 2011 – May 2012	Principal Assistant Principal	District Funds
Match SLR targeted students with adult mentors to support and encourage student academic efforts	November 2011 – April 2012	Principal	Campus Funds
Utilize Curriculum Coordinator as instructional coaches and mentors to math and science teachers	August 2011 – June 2012	Curriculum Dept.	District Funds
Develop and implement a plan for rotating teachers into the ISS room to provide academic assistance to students placed in ISS for discipline purposes	November 2011- June 2012	Principal Assistant Principals Teachers	Campus Funds
Provide opportunities, and encourage participation for students to be involved in clubs, organizations, and extra-curricular events.	August 2011- April 2012	Principal Assistant Principals Counselors Teachers	Campus Funds Organization Funds
Plan rewards and celebrate academic achievement in math and science every six weeks to increase student motivation to achieve	November 2011 – June 2012	Principal Assistant Principals Teachers	Campus Funds

GOAL 1: Furlough Middle School will provide a viable curriculum and instructional program that engages all students.

Objective 3: Furlough Middle School will increase the percentage of students enrolled in Pre-AP courses by 8% from 2011-2015.

Formative: Number of students enrolled in advanced classes, Course selections, Student grades

Summative: Class enrollment numbers

(SWP #3, 7, 8, 9) (SP # 1.2-Increase student enrollment and diversity in the Advanced Placement (AP) Program; # 1.3-Prepare students for the rigor of college course work)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Pre-AP classes will be provided to support identified students in the Gifted and Talented program.	August 2011-May 2012	*Asst. Superintendent *GT Coordinator *GT/Pre-AP/AP Teachers	District Funds
Provide middle school students with advisement and counseling in course selection, Pre-AP/AP courses, and career and college planning.	August 2011-May 2012	*Asst. Superintendent *G/T Coordinator *Principals *Counselors	*THS Academic Handbook *College Information
The district will offer Pre-AP courses at Furlough Middle School and ensure they are taught to the appropriate level of rigor.	August 2011-May 2012	*Asst. Superintendent *HFMS Principal	*District Funds *Campus Funds *AP Summer Institutes
The campus will increase the number of GT certified teachers in the core curriculum areas.	Summer 2012	*Asst. Superintendent *GT Coordinator *Teachers	District Funds
The campus will increase the number of students in Pre-AP courses.	August 2011-May 2012	*Asst. Superintendent *G/T Coordinator *THS Principal *HS Counselors	Academic Advisement
Collaborate and share instructional strategies and ideas for increasing rigor.	October December February	Principal Pre AP teachers	Lesson Plans Teacher Made Activities
Use STAAR and AWARE to identify & recruit students capable of working at pre AP level, but are not enrolled in pre AP classes.	September	Principal, Assistant Principals, Academic Assis Pre AP teachers	CSCOPE Region IV
Provide after school tutorials for pre AP students.	Weekly September – April	Pre AP teachers	Materials for tutorials

GOAL 1: Furlough Middle School will provide a viable curriculum and instructional program that engages all students.

Objective 4: Furlough Middle School will establish a workable curriculum across grade levels to meet Career and Technical Education (CTE) and graduation requirements.

Formative: Number of students in current CTE classes, Course availability, Transcript evaluation

Summative: Course sequence in student handbook and on degree plans

(SWP #3, 7, 9) (SP # 1.3-Establish a workable curriculum across grade levels to meet CTE and graduation requirements)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Current and future CTE programs will be evaluated at all levels.	August 2011- May 2012	*Asst. Superintendent *CTE Director	*Region 10 *Area Districts
Provide a sequence of courses, with a workable curriculum across grade levels, to follow the career and technology track and meet graduation requirements.	August 2011- May 2012	*Asst. Superintendent *CTE Director *THS Principal *THS Counselors	*CTE Funds *District Funds
Continue to revise CTE course offerings to reflect community needs and student interest.	August 2011- May 2012	*CTE Director *CTE Teachers	*CTE Funds *Perkins Funds
Continue to partner with community group in planning the addition of career pathways and courses.	August 2011- May 2012	*Asst. Superintendent *CTE Director	*CTE Funds *District Funds

GOAL 1: The district will provide a viable curriculum and instructional program that engages all students.

Objective 5: Terrell ISD will increase the percentage of students graduating with Recommended diploma from 76% to 80%. We will increase the percentage of students graduating with a distinguished diploma from .01% to 2%.

Formative: Transcript analysis, Courses offered, Student enrollment

Summative: Number of students who sign up for program, AEIS Report

(SWP #2, 3, 7, 9) (SP # 1.3-Ensure quality instruction for all students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
A public forum will be held for 8 th grade students to inform them of the HS requirements for the recommended and distinguished graduation plans.	Spring 2012	*Asst. Superintendent *FMS/THS Principals *FMS/THS Counselors	THS Academic Handbook
Inform stakeholders about the TEXAS grant and Teach for Texas programs.	February 2012- May 2012	*FMS/THS Principals *FMS/THS Counselors	*Region 10 *State Info. *THS Academic Handbook
Implement “Generation TX (Texas)” week, for the purpose of educating middle and high school students about the importance of higher education. (HB 2909).	November 2012	*FMS/THS Principals *FMS/THS Counselors	*Higher Ed Options *Financial Aid * http://www.collegeforalltexas.com/ * http://gentx.org/

GOAL 1: Furlough Middle School will provide a viable curriculum and instructional program that engages all students.

Objective 6: Furlough Middle School will reduce the achievement gap by 5%, between 2011-2014, among student groups by providing related activities and instruction that address the various populations.

Formative: CSCOPE Unit Tests, Progress Reports, Student Grades

Summative: Reading, ELA, Math, Science, and SS STAAR/TAKS Scores (3-12), Texas Middle School Fluency Assessment (TMSFS), TELPAS Scores (K-12), Oral Language Proficiency Tests, TOPS Assessments (Listening, Speaking, Writing), Summary Data Tables, District and Campus AEIS Reports.

(SWP# 2, 3, 7, 9, 10) (SP # 1.3-Ensure quality instruction for all students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
ESL classes will be provided to support identified at-risk students in English language acquisition and to increase their success in all core content areas.	August 2011-May 2012	*BE/ESL/Migrant Facilitator *Executive Dir. of Special Programs *Principals *ESL Teachers *Classroom Teachers	*District Funds *Title III Funds *Region 10
Bilingual supplemental services will be provided to support identified at-risk students in transitioning to the English language.	August 2011-May 2012	* BE/ESL/Migrant Facilitator *Executive Dir. of Special Programs *Principals *Bilingual Teachers *Classroom Teachers	*District Funds *Title III Funds *Region 10
Dyslexia supplemental services, utilizing the MTA program, will be provided with additional daily reading instruction to support identified at-risk students in developing the reading skills needed to be successful in the classroom.	August 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director	District Funds
Migrant services will be provided to identified migrant students, so that they may meet the State's challenging academic content standards and academic achievement standards.	August 2011-May 2012	* BE/ESL/Migrant Facilitator *Executive Dir. of Special Programs *Principals	Region 10 Funds

Goal 1, Objective 6 Continued
Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
504 services will be provided to support identified at-risk students in developing the reading skills needed to be successful in the classroom.	August 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director *504 Campus Coordinator *Principals	District Funds
Continue to provide inclusion and special education services to identified students. All students will receive instruction, in the least restrictive environment in a regular classroom, to support identified at-risk students in order to improve their skills in all academic areas.	August 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director *Special Education Teachers *Reg. Ed Teachers	SPED Funds
Continue to provide transition services for Special Education students.	Monitored through ARD Committees	*Executive Dir. of Special Programs *Special Education Director *Diagnosticians *Principals	*IDEA funds *State transition materials
A Student Study Team (SST) will be implemented, and training will be provided, on each campus in order to identify students who may be at-risk and in accordance with Response to Intervention (RTI).	August 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director *Principals	*District Funds *TISD RtI Manual
Students will be provided services, in the most appropriate and least restrictive environment, as identified through the ARD Committee and specified by the IEP. (Resource, Content Mastery, PPCD, BAC, Connections, Future, etc.)	August 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director *Teachers	Materials and services as specified by the ARD Committee
The district will monitor timelines for reevaluations of Special Education students through the use of a tracking system.	August 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director *Diagnosticians	*Student Files *Tracking Sheets
Parent training will be provided regarding Special Education services available in TISD.	Twice per Semester	*Executive Dir. of Special Programs *Special Education Director	District Funds
Provide pregnancy and parenting services to students through school counselors.	August 2011-May 2012	*Project HOPE Coordinator *Campus Counselors	District Funds

Goal 1, Objective 6 Continued
Specific Sequential Actions:

A PBMAS improvement plan will be implemented to address areas identified for improvement.	October 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director *Principals	District Funds
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GOAL 1: Furlough Middle School will provide a viable curriculum and instructional program that engages all students.

Objective 7: Furlough Middle School will provide staff development for all teachers and staff based upon identified areas of need.

Formative: Sign In Sheets, Review of session evaluation forms, teacher/staff/principal conferences

Summative: Staff Development Needs Survey, STAAR/TAKS Scores

(SWP #2, 3, 5, 7, 8, 9, 10) (SP # 1.2-Build planning teams by grade level or subject; #1.5-Implement strategies that will support teacher collegiality and collaboration; #1.6-Provide administrators with positive, research based, effective leadership development.

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Staff development will be provided to teachers and administrators in use of the online CSCOPE and Eduphoria systems for curriculum, lesson planning, and assessments.	August 2011-May 2012	*Asst. Superintendent *Dir. Testing and Accountability *Dir. of Instructional Technology *Region X Personnel *Curriculum Coordinators	CSCOPE Scope and Sequence and Assessments
Training will be provided for TISD administrators and teachers in Madeline Hunter's Lesson Cycle to improve instructional delivery in the classroom.	Fall 2011	*Asst. Superintendent *TEA Personnel *Administrators *Teachers	TEA
Training will be provided for TISD district and campus administrators in the T-Walkthrough form to monitor the implementation of Madeline Hunter's Lesson Cycle within the classrooms.	Fall 2011	*Asst. Superintendent *TEA Personnel *Administrators *Teachers	TEA
Provide strategy training in CRISS for all teachers and administrators .	October 2011-May 2012	*Asst. Superintendent *Principals *Teachers *Curriculum Coordinators	CRISS Trainers
Provide staff development for teacher proficiencies in technology.	August 2011-May 2012	*Instructional Technologists	District Funds
Provide LPAC training for teachers serving as LPAC chairs and for administrators to implement effective committees on each campus.	August 2011	*Bilingual/ESL/Migrant Facilitator *Teachers	*Region 10 *District Funds

Goal 1, Objective 7 Continued
Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Continue to provide TBSI and CPI training in order to ensure that staff members are properly trained to handle particular behavior situations with students. TBSI campus core teams will meet regularly to review procedures.	As scheduled	*Special Education Director *Region 10 *Principals *Teachers	District Funds
Continue to provide Response to Intervention (RtI)/Student Study Team (SST) Training for each campus.	As scheduled	*Special Education Director *Diagnosticians *Principals *Teachers	*SST Forms *TISD RtI Manual
Modifications/Accommodations training will be conducted for all teachers in order meet the individual needs of the students.	Fall 2011	*Special Education Director *Diagnosticians *Principals *Teachers	Diagnosticians
A full spectrum of special education services will available and will utilize programs such as DT Trainer, ClassBridge, Unique Learning Systems SpEd Manager and Boardmaker	August 2011 – June 2012	*Special Education Director *Diagnosticians *Principals *Teachers	DT Trainer \$1,612 ClassBridge \$1,969 Unique Learning Syst. \$385. SpEd Manager \$3,518. Boardmaker \$329
Instructional supplies and behavioral incentives will be provided to support students in special education	August 2011 – June 2012	*Special Education Director *Diagnosticians *Principals *Teachers	Behavioral Incentives \$1,317 Instructional Supplies \$1,110.
Red Cats will be placed in 22 classrooms to enhance the audio quality of teacher instruction	August 2011 – June 2012	*Special Education Director *Diagnosticians *Principals *Teachers	Lightspeed Technologies \$17,974.
Continue to provide ARD Committee training for all stakeholders involved in the Special Education process.	As scheduled on individual campuses	*Special Education Director *Diagnosticians *Principals	ARD Committee Decision Making Manual

Goal 1, Objective 7 Continued
Specific Sequential Actions:

Follow the district Professional Development Plan for CSCOPE and instructional strategies training	As scheduled on district plan	Principal Teachers	District Funds
PLC meetings will focus on campus data and instructional issues	Weekly	Principals Teachers	Campus Funds

GOAL 1: Furlough Middle School will provide a viable curriculum and instructional program that engages all students.

Objective 8 Furlough Middle School will provide a coordinated school health program to promote the physical and emotional well-being of all students.

Formative: Attendance Logs, Agendas, Minutes from Meetings, State Physical Fitness Assessment Report, Rosters

Summative: Annual Fitness Gram Report, Annual PEIMS Data, SHAC Committee Annual Board Report

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
TISD will be a part of the School Health Advisory Council.	August 2011-May 2012	*Director of Nurses *Principals *School Nurse *PE Teacher	District Funds
Insure the safety of PE students by maintaining maximum of 45 students per teacher ratio.	August 2011-May 2012	*Asst. Superintendent *Principals	District Funds
Student Advisory Teams will be implemented at each campus, serving grades 5-12, to identify student concerns and generate strategies for improvement.	Each Six Weeks	Campus Principals	*Meeting Agendas, Minutes, and Sign-In Sheets *Campus Funds
Integrate PAPA and Fitness Gram into health and physical education classes.	August 2011-May 2012	*District Nurse Coordinator *Campus Nurses	*District Funds *Region X

GOAL 2: Furlough Middle School will provide a safe, secure, and orderly learning environment.

Objective 1: Furlough Middle School will maintain a safe school environment by ensuring all facilities and grounds are secure.

Computer Visitor Logs, Video Recordings, Campus Presentations, Drug Testing (FMS/THS), # Students identified with contraband, # Discipline Referrals, Counseling Logs, Guidance Lesson Plans, Fire Marshal Reports, Emergency Drill Logs, DAEP Intake Packets

Summative: Drug Testing Results, Infinite Campus Discipline Records for the year, Revision of Emergency Operations Plans and Guidance Plans, Fire Marshal Reports, Emergency Drill Logs, # Suicide Risk Assessments completed

(SWP #7, 10) (SP # 1.3-Ensure a quality instruction for all students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
A Visitor Management System (VSOF) will be utilized at all campuses, other than C&A and TAEC, to sign in and identify all campus visitors.	August 2011- May 2012	*Principals *TISD Police Officers *Office Personnel	*VSOF software *District Funds
All TISD employees and middle school students will be required to wear their ID badges for identification while on school grounds.	August 2011- May 2012	All district personnel	*ID Badge Software *Digital Camera *District Funds
Continue to implement recommendations of the 2009-10 School Safety Audit to ensure all facilities and grounds are secure.	August 2011- May 2012	*Maintenance Director *Student Services Director	Texas Homeland Security
Continue to utilize district and campus camera systems to monitor all facilities.	August 2011- May 2012	*Technology Dir. *Principals *TISD Police Officers	*Cameras *Video Monitors *Computer Software
Utilize Interquest canine detection, as a preventive measure and on an as needed basis, to ensure campuses are drug free zones.	August 2011- May 2012 (Unannounced)	*Principals *Asst. Principals *TISD Police Chief	District Funds
Implement random drug testing at FMS and THS.	August 2011- May 2012	*Student Services Director *FMS and THS Principals	District Funds

Goal 2, Objective 1 Continued

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Coordinate district and campus fire, storm, tornado, intruder, and evacuation drills to promote student and staff safety in the event of an emergency.	August 2011- May 2012	*Student Services Director *All TISD Employees	*Bells *PA System *2-Way Radios *Cell Phones *Flash Alert System *Local emergency agencies
Continue district-wide discipline management plan at FMS to ensure a safe and orderly environment. Continue the RtI plan with a three tier approach to behavior.	August 2011- May 2012	*Asst. Principals *Student Services Director	*Campus Budgets *TISD RtI Manual
Provide a Disciplinary Alternative Education Placement program, implementing behavior packets for intakes at time of referral.	August 2011- May 2012	*DAEP Principal *Campus Administrators	*Intake Packets *DAEP Budget
Implement and enforce the Terrell ISD Student Code of Conduct to ensure a safe and orderly environment for all students.	August 2011- May 2012	*Student Services Director *Campus Administrators *Teachers	*Student Code of Conduct *District Funds
Implement the updated district and campus Emergency Operation Plans and provide training to all staff.	August 2011- May 2012	*Student Services Director *Principals	Local emergency agencies
Review and update procedures for securing the building during school and after school.	August 2011	Head Custodian Assistant Principal	Printed procedures for custodians
Require all staff to be present and timely to monitor halls during passing periods and at before and after school duties.	August 2011 -June 2012	Principal	
Develop and present consistent rules and procedures for classrooms and common areas of the building.	August 2011 – June 2012	Principal Assistant principals Teams	TISD Discipline Plan RtI Manual
Ensure safety signage is updated and posted throughout the campus.	August 2011	Assistant Principal	Signage
Review and update front office procedures, including Raptor, checking students out of school, monitoring visitors, etc. with office staff.	August 2011	Principal's Secretary Principal	Office Procedures Notebook
Coordinate Emergency Drills with local community emergency services	August 2011- May 2012	Assistant Principals TISD Police	Campus Emergency Plan Emergency Drill Calendar
Provide a copy of the Campus Emergency Response Plan to all teachers.	September 2011	Assistant Principal	Printing of plan

**Goal 2, Objective 1 Continued
Specific Sequential Actions:**

Review and familiarize all teachers with the expectations of the use and storage of the "Go" bags.	September 2011	Assistant Principal	Go Bags
Post evacuation routes in classrooms and include a map of routes in sub folders.	September 2011	Assistant Principal Teachers	Evacuation maps
Practice various safety drills on a monthly basis throughout the year.	September 2011 – June 2012	Assistant Principal	Campus bell system
Ensure all "Go Bags" are complete.	August 2011	Assistant Principal	Replacement supplies for "Go Bag"
Utilize Flash Alert system to notify parents and teachers of emergencies in TISD	August 2011- May 2012		Contact information for parents and teachers

GOAL 2: Furlough Middle School will provide a safe, secure, and orderly learning environment.

Objective 2: Furlough Middle School will provide staff development and guidance on the implementation of programs to provide a safe, secure, and orderly learning environment.

Formative: Computer Visitor Logs, Video Recordings, Campus Presentations, Drug Testing (FMS/THS), # Students identified with contraband, # Discipline Referrals, Counseling Logs, Guidance Lesson Plans, Fire Marshall Reports, Emergency Drill Logs, DAEP Intake Packets

Summative: Drug Testing Results, Infinite Campus Discipline Records for the year, Revision of Emergency Operations Plans and Guidance Plans, Fire Marshall Reports, Emergency Drill Logs, # Suicide Risk Assessments completed

(SWP# 2, 3, 7, 10) (SP # 1.3-Ensure a quality instruction for all students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
TISD police officers will coordinate with campus counselors to provide instructional activities for students in order to be safe.	August 2011- May 2012	*Campus Counselors *TISD Police Officers	District Funds
Provide the G.R.E.A.T. program to teach “gang resistance” skills to all 7 th grade students.	August 2011- May 2012	Counselors	*District Funds *Counseling Funds
The district will partner with Region 10’s Counselor Initiative and Student Support Services (CISSS) to coordinate with federal, state, school, and community entities to foster a safe and drug free learning environment that supports student academic achievement.	August 2011- May 2012	*Executive Dir. of Human Resources and Student Services *Campus Counselors	District Funds
Continue to implement the district plan for suicide threat and targeted threat of violence.	August 2011- May 2012	*TISD Social Worker *Counselors	District Funds
Provide classroom guidance lessons on character traits, harassment, and dating violence to teach students responsibility in being a good citizen.	August 2011- May 2012	Counselors	*District Funds *Counseling Funds
Provide Safe School Education programs to educate students.	August 2011- May 2012	TISD Police Officers	*GREAT Program *District Funds
Provide CPR training for all Petermann Bus Drivers.	August 2011- May 2012	*Dir. of Technology & Special Projects *Petermann Bus Drivers	*District Funds

Goal 2, Objective 2 Continued
Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
The required Tobacco Education will be taught through the Counselor Initiative and Student Support Services (CISSS) received through Region 10 to promote a safe and drug free learning environment that supports student academic achievement.	August 2011-May 2012	*Executive Dir. of Human Resources and Student Services *Counselors	*District Funds *Region 10
Continue a campus-wide bullying program, Rachel's Challenge; and the district Anti-Bullying Task Force to provide instruction to students and eliminate threats of violence.	August 2011-May 2012	*Executive Dir. of Special Programs *Executive Dir. of Human Resources and Student Services *Principals *Counselors *Rachel's Challenge Personnel	District Funds
All FMS students will be trained in Sexual Harassment and Abuse as defined by HB 1041.	1 st Six Weeks	*Executive Dir. of Human Resources and Student Services *TISD Social Worker *Counselors	*Sexual Harassment Curriculum *WHO Curriculum
All students will be trained in School Bus Safety and evacuation procedures as defined in HB 3190.	Fall 2011	*Dir. of Technology and Special Projects *TISD Police Officers	*Petermann Bus *State Video

GOAL 3: Furlough Middle School will provide a highly-qualified staff through competitive compensation and organize the day-to-day operations to provide teachers the opportunity to be successful in the classroom.

Objective 1: Furlough Middle School will recruit and retain highly-qualified teachers and staff to maintain 100% of all classes are taught by highly-qualified professionals.

Formative: Number of Applications Completed, Number of visits to Terrell ISD website, Number of Applications submitted online, Master Schedules

Summative: Number of Positions Filled, Mentor/Mentee Program Evaluation, Personnel Files, Exit Interview Survey results, Terrell ISD Employee Survey Results

(SWP #4) (SP #1.1-Restructure existing mentoring program for all teachers)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Teachers new to the district will participate in the district mentoring program.	August 2011- May 2012	*Executive Dir. of Human Resources and Student Services	District Funds
The district will offer stipends, in shortage areas, to teachers in ESL, Bilingual, and Secondary Math and Science attract and retain highly qualified staff.	August 2011- May 2012	*Executive Dir. of Human Resources and Student Services	*District Funds *Federal Funds
The district will offer a competitive salary schedule and benefits package to attract and retain highly qualified staff.	August 2011- May 2012	*Executive Dir. of Human Resources and Student Services *Business Director *Superintendent	*District Funds *State Funds *Federal Funds
Develop a master schedule that maximizes instructional time and provides time for teachers to collaborate.	July 2011	Principal Counselor	
Conduct Academic Team Meetings before school a minimum of one day per week	August – June	Principal Team Leaders	Meeting Minutes and Agendas
Provide common planning periods for collaboration, lesson planning, data analysis, and developing common assessments.	August – June	Principal Department Chairs	Meeting Minutes and Agendas
Provide time within the school day for STAAR tutorials	August – April	Principal	Master Schedule

GOAL 4: Furlough Middle School will build a culture of high expectations, professionalism, trust, and collegiality with all stakeholders.

Objective 1: Furlough Middle School will ensure that all employees follow school board policies and district procedures.

Formative: Campus Surveys, District and Campus Communication

Summative: District Site-Based Decision Making Survey (DEIC), Terrell ISD Staff Survey

(SWP #6, 7) (SP #1.3-Utilize a tool/instrument to measure and improve school culture)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
District and Campus administrators will ensure all employees follow policies and procedures defined by the school board. Policy updates will be provided to all staff throughout the school year.	August 2011- May 2012	*District Administrators *Principals	*School Board Policy *Employee Handbook
The campus will create a culture of respect and professionalism among all stakeholders.	August 2011- May 2012	*Superintendent *District Administrators *Principals	District and Campus Communication
The campus will ensure fair and consistent discipline is maintained among all stakeholders.	August 2011- May 2012	Principals	Campus SBDM Committees
Campus representatives will serve on the District Site-Based Decision Making (DEIC) team.	August 2011- May 2012	*Dir. of Human Resources and Student Services *DEIC Members	DEIC Minutes and Agendas
Review Student Code of Conduct, Staff Handbook, new policies, and campus procedures prior to school starting.	August	Principal	Student Code of Conduct Handbook District policies
Present “Safe Schools Procedures” and monitor all points of the presentation.	August – May	District Social Worker Principal	Handouts
Update staff on new policies and procedures adopted throughout the school year.	August – May	Principal	Policies and Procedures
Monitor staff attendance	August – May	Principal	Substitute Report on Infinite Campus
Provide a trained mentor to coach and develop new teachers	August – May	Principal Assistant Supt.	Mentor materials Substitute

Goal 4, Objective 1 Continued
Specific Sequential Actions:

Utilize campus SBDM team to advise on matters such as staffing, budgeting, CIP, and curriculum	August – June	Principal SBDM	SBDM Minutes and Agendas
Hire only HQ teachers so that 100% of all classes are taught by HQ teachers	June 2010 – June 2011	Principal	HQ status from Human Resources

GOAL 4: Furlough Middle School will build a culture of high expectations, professionalism, trust, and collegiality with all stakeholders.

Objective 2: Furlough Middle School will ensure instructional practices foster and emphasize high expectations amongst its students and those strategies are implemented to raise expectations and test scores.

Formative: CSCOPE Unit Tests, Progress Reports, Report Cards, Registration forms, All eligible students

Summative: STAAR/TAKS Scores, TPRI/Tejas Lee Scores, TELPAS Scores, Number of Students registered for PSAT/SAT/ACT, PSAT/SAT/ACT Scores

(SWP #2, 3, 7, 8, 9, 10) (SP #1.1-Communicate the philosophy of Advanced Placement (AP) and Pre-AP to staff, community, parents, and students; #1.4-Prepare students to score well on college entrance exams; #1.5-Implement strategies that will support teacher collegiality and collaboration)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Provide time for content area teachers to meet across individual grade levels in order to assure that all TEKS and TAKS objectives are adequately implemented.	August 2011- May 2012	*Principals *Teachers	CSCOPE Scope and Sequence
Continue to encourage enrollment of all students in advanced academic classes.	August 2011- May 2012	*Principal *Counselors	Courses Available
Implement and monitor CSCOPE Scope and Sequence in all classes and the core content areas.	August 2011- May 2012	* Asst. Supt. *Principals *Teachers	*District Budget *CSCOPE Online System
Tier II and III students, in accordance with RTI (Response to Intervention), will receive intervention instruction, for all four-core subject areas, in order to achieve academic success.	August 2011- May 2012	*Asst. Supt. *Executive Dir. of Special Programs *SPED Director *Campus Administrators *Curriculum Coordinators *Intervention Teachers * Classroom Teachers	*District Funds *Terrell ISD *RtI Manual

Goal 4, Objective 2 Continued

Specific Sequential Actions:

Utilize pre AP strategies in all classes.	August – May	Core teachers	Pre AP Summer Institute training
Prepare and expect all pre AP Students to score commended on all STAAR tests.	August – April	Teachers	Pre AP training Pre AP strategies
Develop and implement strategies that enable students to take ownership of their own learning.	November – May	COES Team #4	COES Plans
Monitor level of classroom instruction and student thinking, through lesson plans and walk through observations.	August – June	Principal Assistant Principals Academic Assistant	T-Walkthrough

GOAL 4: Furlough Middle School will build a culture of high expectations, professionalism, trust, and collegiality with all stakeholders.

<p>Objective 3: Furlough Middle School will increase both staff and student attendance rates. Student attendance will meet or exceed the 90% federal standard in grades 1-8.</p>
<p>Formative: Staff Attendance Records, PEIMS/Infinite Campus Attendance Records, Student Attendance Follow-Up by Student Services, Attendance Specialists, and Campus Administrators</p>
<p>Summative: AEIS Data, Amount spent on Employee Attendance Incentives</p>
<p>(SWP #6, 9, 10) (SP# 1.3-Ensure quality instruction for all students)</p>

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
FMS will work with the district Student Services Director to make parent contacts in order to improve student attendance.	August 2011- May 2011	*Student Services Director *Principals	District Funds
The district will provide staff incentives to improve attendance rates.	August 2011- May 2011	*Superintendent	District Funds
The campus will enforce district attendance policies when absences or tardies become excessive, and to enforce compulsory attendance laws.	August 2011- May 2011	*Campus Administrators *Attendance Specialists	District Funds
The campus will provide pregnancy and parenting services to students through campus counselors.	August 2011- May 2011	Campus Counselors	District Funds
The campus will provide student incentives to improve attendance rates	August 2011- May 2012	Assistant Principals	Token incentives and rewards Certificates for perfect attendance
The campus will conference with students and contact parents of students who have excessive absences	Weekly September – June	Assistant Principals	Student schedules
Send warning letters to parents of students with excessive absences	As required by law	Attendance clerk	Postage Campus Funds
File citations on students with excessive absences	As required by law August – June	Attendance Clerk	Citations

GOAL 5: Furlough Middle School will develop parent and community partners in addressing the identified needs in the Strategic Plan.

Objective 1: Furlough Middle School will promote parental and community involvement with all members of the school community. Parents and community members will be encouraged to be involved in the educational processes of our students through various district and campus activities.

Formative: Number of visits to District Website, Email archives, Number of PTO Meetings, Number of SBDM Meetings, Number of all other Meetings, Number of Students attending Homework Assistance Program

Summative: PTO Sign-In Sheets, DEIC Meeting Minutes and Sign-In Sheets, Other Meeting Minutes and Sign-In Sheets, Terrell Tribune Advertisements
(SWP #6) (SP# 1.2-Create a comprehensive volunteer program to include parents, school district personnel, community members and students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
The campus will have a PTO organization with regularly scheduled meetings to involve parent's opportunity in the educational process.	August 2011- May 2012	*Principals *PTO Members	*Campus Funds *PTO Funds
Continue to involve parents as full partners in the educational process, with an emphasis on customer service and supporting student achievement. (Ex. Meet the Teacher Nights, P/T Conferences, SSI Annual Meetings, Title I Parent Meetings, Family Literacy and Math Nights, etc.)	August 2011- May 2012	*Public Relations Director *Principals	*District Funds *Campus Funds *District Website *Terrell Tribune
Continue to involve community members as full partners in the educational process and with an emphasis on customer service. (Ex. Community Breakfasts, DEIC Meetings, UIL Competitions, Martin Luther King, Jr. Contests, K-Kids, etc.)	August 2011- May 2012	*District Administrators *Public Relations Director *Principals	*District Funds *Campus Funds *Chamber of Commerce *Terrell Tribune
Continue to involve business members as full partners in the educational process and with an emphasis on customer service. (Ex. Businesses mentoring schools, displaying student work at local businesses, advertising progress reports/report cards on business marquees, etc.)	August 2011- May 2012	*District Administrators *Public Relations Director *Principals	*District Funds *Campus Funds *Business Funds *Terrell Tribune

**Goal 5, Objective 1 Continued
Specific Sequential Actions:**

Action Step	Timeline	Responsibility	Resources/Program/Amount
The campus will effectively communicate with all stakeholders to inform them of district and campus events and activities.	August 2011- May 2012	*District Administrators *Public Relations Director *Principals	*District Website *District /Campus Newsletters *Terrell Tribune *Messenger
Continue to provide a visible box, in central office, of each campus for questions, comments, or suggestions from stakeholders. Feedback will be given by administrators to those who make comments or suggestions.	August 2011- May 2012	*Superintendent *Public Relations Director *Principals	*Boxes *Paper *Pens
The campus will promote positive local media communication by sharing positive district and campus information with the Terrell Tribune.	August 2011- May 2012	Public Relations Director	District Funds
The campus will hold Parent-Teacher Conferences to discuss student academic progress.	October 2011 February 2012	*Principals *Teachers	District Funds
The campus will coordinate emergency drills with local emergency services.	August 2011- May 2011	*Student Services Dir. *TISD Police *Terrell Police/Fire/ Ambulance *Principals	District Funds
FMS will invite parents to attend "Shadow Your Child" Day.	November 2011	Assistant Principals	Campus Funds
Parents and community members will be invited to assemblies, pep rallies, and celebrations throughout the year.	August 2011 – June 2012	Principal Assistant Principals	Campus Funds

GOAL 5: Furlough Middle School will develop parent and community partners in addressing the identified needs in the Strategic Plan.

Objective 2: Furlough Middle School will develop and institute a variety of career development programs, in cooperation with the community that will provide opportunities for students to graduate with skills that can lead directly to specific certifications.

Formative: Advisory Council Minutes, FMS/THS Course Offerings Available,

Summative: Career and Technical Education (CTE) Survey Results, Counselor Training Minutes and Sign-In Sheets, Revised THS Academic Handbook

(SWP #2, 3, 6, 7, 8, 9, 10) (SP #1.1-Establish Career and Technical Education clusters)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/ Amount
Conduct a survey of parents, students, and community members for current and future Career and Technical Education (CTE) course offerings.	Spring 2012	*CTE Director *FMS and THS Principals	Campus Funds
Investigate and review course offerings and descriptions at Herman Furlough Middle School to coordinate with Terrell High School.	August 2011- May 2012	*CTE Director *FMS and THS Principals	Campus Funds
Provide training for FMS/THS counselors to better assist and advise students in course selection and career opportunities.	August 2011- May 2012	*Dir. of Human Resources and Student Services *CTE Director	District Funds
Invite Terrell businesses to participate in the Furlough Middle School Career Day.	November 2011	Counselor	Campus Funds for Postage, food for guests
Provide opportunities for students in the FMS choir to perform at local nursing homes, football games and community events.	September 2011 – May 2012	Choir Director	Campus Funds for Transportation
Provide opportunities for students in Family Consumer Science to visit local businesses in the service industry, mechanical, or culinary arts fields.	Four times per year	FCS Teacher	Excellence Foundation Grant Or Campus Funds
Students will participate in community events, such as the Pancake Breakfast, Christmas Parade and Heritage Jubilee.	October 2011 – June 2012	Sponsors of: Builder’s Club NJHS Cheerleaders And Choir Directors	Community Resources
Participate in community organizations (Chamber of Commerce and Kiwanis)	September 2011 –May 2012	Principal Assistant Principals	Community Resources

Goal 5, Objective 2 Continued
Specific Sequential Actions:

Develop and implement a campus plan for regular and frequent home visits	September 2011 – June 2012	Assistant Principal Team Leaders	Maps, Home Visit forms
Utilize the Messenger call out system to inform parents of school events	August 21022 – June 2012	Principal Assistant Principals	Messenger
Encourage parents to utilize the Parent Portal and district website to access campus information	September 2011 – June 2012	Principal Assistant Principals Teachers	Parent Portal
Distribute campus and team newsletters	Quarterly	Principal	Paper, postage
Survey parents to gather information about our campus	Fall 2011 Spring 2012	Correlates group (Positive Commun.- School, Home, Community)	Paper, postage
Develop and implement a customer satisfaction card for parent and visitors to complete	September 2011 – June 2012	Principal Receptionist	Campus Funds
Distribute district website address to parents	Quarterly Newsletters	Principal	Campus Funds
Work in collaboration with Student Service to identify homeless students and ensure they are enrolled in school	August 2011 – May 2012	Student Serv. Director Principal	District Funds
Collaborate with THS counselors and parents to schedule 8 th grade students into high school classes	February 2012 – June 2012	Principal Counselor	Campus funds
Communicate with parents of 8 th graders throughout the year about the Student Success Initiative	August – July	Principal Assistant Principals Teachers Counselors	Campus funds
Utilize the Kuder Program to assess students for career pathways linked to businesses in our community.	August 2011- May 2012	Counselors	CTE Funds

**Herman Furlough Jr., Middle School
State Compensatory Budget**

Campus	FTE	Description	024000	026000	028000	029000	030000
FMS	1	Dyslexia Teacher/Subs	\$83,184				
	1	Computer Lab Aide	Inc Above				
		Dsylexia Budget	\$250				
		TAKS Tutors	\$9,000				
		TAKS Software	\$26,000				