



Tom Moore High School Campus Improvement Plan

2022-2023

Ingram ISD Vision Statement

Inspiring Student Success from the Inside Out

Ingram ISD Mission Statement

Our purpose is to ensure an environment that provides for rigorous learning and support; where each student masters the curriculum at every level, is continually inspired to ascend to the highest levels of good character, and thoughtfully and diligently prepares for a successful life after high school.

2022-2023 Board of Trustees

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THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

- Objective #1: Parents will be full partners with educators in the education of their children.
- Objective #2: Students will be encouraged and challenged to meet their full educational potential.
- Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- Objective #4: A well-balanced and appropriate curriculum will be provided to all students.
- Objective #5: Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society
- Objective #6: Qualified and highly effective personnel will be recruited, developed, and retained.
- Objective #7: The state's students will demonstrate exemplary performance in the comparison to national and international standards.
- Objective #8: School campuses will maintain a safe and disciplined environment conducive to student learning.
- Objective #9: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.
- Objective #10: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Ingram ISD Board Goals 2022-2023

1. All INGRAM ISD students will achieve academic growth and excellence and reach their full educational potential. The District will increase student academic achievement through the effective implementation and monitoring of the District's Curriculum, while providing each student with a personalized quality education. The District will continually seek to improve the planning and organization between campus improvement committees, campus plans, and district planning to ensure consistency within the classrooms and between schools.
2. INGRAM ISD will strive to enhance a well-rounded education and broaden the experiences of students through extracurricular and co-curricular participation in all UIL activities. The District will emphasize programs and activities to enhance student citizenship and character development throughout all grades. The district will continually recognize students for their involvement and success in these programs and activities through the various media Resources available.

3. INGRAM ISD will strive to recruit, hire, and retain a high-quality teacher core. Educators with high moral character, high standards of ethical behavior, and those capable of truly serving our district will be sought to join our family and team with us on our journey towards excellence. The District will develop and promote strategies for teaching and coaching leadership development for those educators interested in improving their skills. Administrators, teachers, coaches, and sponsors will always be held to high standards when working and coaching students at all INGRAM ISD activities.
4. INGRAM ISD will deliberately pursue a positive public perception of the district. The District will work together to build an employee-friendly organization that reflects the values of trust, communication, and teamwork while developing partnerships with community and business groups. The District will continue to monitor and adjust the district web page and/or other communication tools to better serve students, parent/guardians, staff, and the community in an effort to engage everyone in the process of building and promoting the district.
5. INGRAM ISD will maintain facilities that enhance the learning of all students. The District will study and develop plans for operations that will prepare INGRAM ISD to keep safety a top priority, as well as continue to keep the district operations up to date. The District will continue to assess and prioritize necessary facility upgrades, even in difficult financial times, to provide an inviting, safe, well-maintained school.
6. INGRAM ISD will annually- Maintain a budget-balanced general operating fund and add to the fund balance if/when able to do so. The District will maintain a budget that supports the vision of INGRAM ISD and continue to achieve a superior rating as defined by the Financial Integrity Rating System of Texas (FIRST). The District will make fiscally sound decisions that will contribute to student achievement and provide for a safe learning environment.

Tom Moore High School Goals for 2022-2023

1. Ingram Tom Moore High School will improve and enhance the academic performance of every student.
2. Ingram Tom Moore High School will heighten campus safety and will reduce crime and substance abuse.
3. Ingram Tom Moore High School will promote the involvement of parents and community in each student's education.
4. Ingram Tom Moore High School will strive to prepare skilled and educated students so they will achieve success after graduation.
5. Ingram Tom Moore High School will retain, support, and recruit quality staff.

COMPREHENSIVE NEEDS ASSESSMENT SUMMARY- SCHOOL-WIDE COMPONENT 1

SCHOOL YEAR: 2022-2023

Improvement Planning Data

District goals

Prior year's campus improvement plans

Accountability Data

Texas Academic Performance Report (TAPR) data

STAAR/EOC Accountability Summaries and Data Reports

Accountability Distinction Designations

PBMAS data

Advanced Placement

SAT and/or ACT assessment data

Local benchmark or common assessments data

TELPAS

Student Data: Behavior and Other Indicators

Completion rates and/or graduation rates data

Annual dropout rate data

Attendance data

Mobility rate

Employee Data

Staff surveys and/or other feedback

Highly qualified staff data

Demographics

Ingram Tom Moore	Enrollment Grades 9-12	Percent Economically Disadvantaged	Percent English Language Learners	At Risk
2015-2016	341	55.7%	8.2%	44.3%
2016-2017	336	57.7%	8.0%	53.0%
2017-2018	308	56.5%	8.1%	28.2%
2018-2019	327	65.7%	7.3%	26.6%
2019-2020	333	63.9%	6.6%	44.9%
2020-2021	315	61.6%	11.4%	37.1%
2021-2022	369	63.3%	14.2%	49.0%
2022-2023	395	62.0%	13.92%	46.9%

*As of 10/27/2022

Campus Attendance Rates

2014-2015	94.8%
2015-2016	95.7%
2016-2017	94.7%
2017-2018	94.8%
2018-2019	95.9%
2019-2020	95.96%
2020-2021	96.05%
2021-2022	96.1%
2022-2023*	96.2%

*As of 10/27/2022

EOC Performance

The following Tom Moore High School EOC data was collected from Data Interaction for Texas Student Assessments.

Content EOC	Ingram Tom Moore High School			Across Texas		
	2019 Approaches/ Meets/Masters	2021 Approaches/ Meets/Masters	2022 Approaches/ Meets/Masters	% Change At TMHS	% Change Across Texas	2021 State Results Approaches/Meets/Masters
English I	70/49/17=45	81/63/10=51	74/53/11=46	-5	-2	65/47/10=41
English II	88/61/6= 52	81/68/21= 57	86/71/17=58	+1	-1	72/55/9=45
Algebra I	98/73/42= 71	96/76/45= 72.3	91/49/28=56	-12	+4	71/40/14=45
US History	96/64/31= 63.7	94/77/34=68	93/75/39=69	+1	-1	89/68/42=66
Biology	87/53/17=52	92/71/29=64	93/64/21=59	-5	+1	83/54/21=53

Tom Moore High School Accountability

*Schools were not rated in 2020 or 2021 due to the pandemic.

Domains	2019		2022	
Student Achievement	88	B	93	A
School Progress	89	B	92	A
Closing the Gaps	88	B	88	B
Overall	89	B	92	A

Analysis of data has identified the following needs – Component 1:

Academic Needs:

- The data indicates the need to increase student performance on EOCs to meet grade level or master grade level expectations. Teachers need support in deconstructing the depth and complexity of state expectations/ TEKS that govern their specific content area and how to improve academic performance through consistent implementation of high-yield instructional strategies.
- Writing is an area of focus. Additional training and consistency in expectations for critical writing, short constructed responses, and extended constructed responses since these new item types are embedded in the EOCs with the STAAR 2.0 Redesign initiative.
- English Language Learners represent 14%* of the campus' student population. Additional training is needed to support staff members in providing differentiation and prioritizing accommodations to help students increase language acquisition and academic performance.
- System Safeguards identified Emergent Bilingual students as not meeting targets for Student Success Status, English Language Proficiency, or growth in mathematics.
- Data indicates the need for implementation of critical thinking skills that support students in transferring learning to new context and strengthen students' problem-solving skills.
- Monitor student progress throughout the year by continuing use of aligned assessments including increasing implementation of TEA released practice tests, interim assessments, and benchmarks and using data to drive decision making and instructional practices.
- Identify resources that provide practice for new item types

- The need to continue to implement scheduled time for targeted remediation and accelerated instruction.
- Test prep: TSI and ACT

Retention of Highly Effective Teachers

- Implement TTESS with a focus on growth
- Continue to increase salary schedule to be more competitive with neighboring districts
- Provide funding for teachers and administrators to acquire additional certifications
- Time for collaboration and planning.
- Strive to continue to recruit, hire, and retain high quality teachers with high standards of ethical behavior.
- Change focus on Staff Development by providing more opportunities in-house to include teams of teachers

Graduation and Beyond

- Continue to explore various options to satisfy the coherent sequence of classes for the endorsement requirements for ITM students.
- Seek partnerships with local businesses with the goal of providing work-based learning opportunities for our students
- Explore certification options for ITM students.
- Implement Resources for students to prepare for transition into post-secondary college and/or career.
- Increase graduation rate for all students.
- Expand Dual Credit and/or AP opportunities for students

Campus and Community

- Strengthen the campus' partnership with the community.
- Improve facilities and infrastructure.
- Maintain and improve facilities to keep safety a priority.

Title 1, Part A:

School- wide Components:

1. A comprehensive needs assessment of the entire school (including considering the needs of migratory children as defined in section 1309(2)) that is based on information which includes the achievement of children in relation to the State academic content standards and the State student academic achievement standards described in section 1111(b)(1).
2. School-wide reform strategies that provide opportunities for all children to meet the State's proficient and advanced levels of student academic achievement, use effective methods and instructional strategies that are based on scientifically based research, and that

include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the State student academic achievement standards who are members of the target population of any program that is included in the school wide program.

3. Instruction by highly qualified teachers.
4. In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the State’s student academic achievement standards.
5. Strategies to attract high-quality teachers to high-need schools.
6. Strategies to increase parental involvement in accordance with section 1118, such as family literary services.
7. Measures to include teachers in the decisions regarding the use of academic assessments described in section 1111(b)(3) in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.
8. Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards required by section 1111(b) (1) shall be provided with effective, timely additional assistance which shall include measures to ensure that student difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.
9. Coordination and integration of Federal, State, and local services and programs, including programs supported under this Act, violence prevention programs, nutrition programs, housing programs, adult education, vocational and technical education, and job training.

Goal 1: Ingram Tom Moore will Improve Academic Performance						
Target Performance Level: Algebra 1 to 96%; English I to 85%; English II to 85%; US History to 96%						
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	TITLE 1 School-wide Components (Code by #)
Objective 1.1 Improve Core Instruction—Tier 1						
Provide accelerated instruction to students outlined in HB4545: NSP	Principal, Asst Principal	Local	08/22-05/23	Schedule of Chromebook usage, Usage Reports	Scheduling of accelerated Instruction and increased achievement on 2022 STAAR/EOC	#2, 3, 9

Goal 1: Ingram Tom Moore will Improve Academic Performance

Target Performance Level: Algebra 1 to 96%; English I to 85%; English II to 85%; US History to 96%

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	TITLE 1 School-wide Components (Code by #)
Create a College Lab for the purpose of allowing students time to dedicate to DC responsibilities	Principal, Asst. Principal	Local	08/22-05/23	Class created	Information based on DC results	#2, 3, 9
Expand and increase Elective opportunities to include AVID and CCMR Classes	Principal, Asst. Principal, Teacher	AVID training to implement coursework and strategies	08/22-05/23	Master Schedule	Student Productivity	#4
Continue Differentiated Instruction implementation to strengthen Tier I instruction K-12 including staff development	Director of Special Ed Asst Super. Principals Teachers Instructional Paraprofessionals	Region 20, Content Mastery, ESL for ELL, GT BEYOND, Local Resources, IDEA B Resources Title III, Technology Resources	08/22-05/23	Decrease in tier 2 and tier 3 students, Increase in number of students in academically challenging courses	Progress monitoring data, RTI Data, assessment results, TELPAS data. Lesson plan documentation STAAR/EOC Final Level II and Advanced TTESS	#2, 4, 7, 8
Continue to expand the use of data driven decisions to strengthen core academic programs on all campuses	Asst Principal of Instruction. Staff, Principals, Dept. Chairs	On site Data training; Lead4Ward Local Resources	08/22-05/23	Analysis of Data at PLC Meetings	Increase STAAR/EOC scores	#2, 4
Tailor professional development that includes technology training to staff to develop 21st century learners	Instructional Technologist Director of Technology Principals Campus Technicians	Local, Technology Resources, Apex Learning	08/22-05/23	Google Classroom, walkthrough Data, utilization of technology and cooperative learning Promethean Training	Lesson Plans Walkthrough TTESS Technology Training	#2, 3, 4, 7, 9

Objective 1.2 Improve Tier 2 & Tier 3 Instruction

Goal 1: Ingram Tom Moore will Improve Academic Performance

Target Performance Level: Algebra 1 to 96%; English I to 85%; English II to 85%; US History to 96%

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	TITLE 1 School-wide Components (Code by #)
Continue to utilize our extended day and extended year for Accelerated Instruction	Asst Super Principals Teachers	Comp Ed Resources Local	08/22-05/23	Targeted SEs mastered	Aligned Assessments, benchmarks, STAAR/EOC	#2, 6, 7, 8
Instructional staff to provide Accelerated Instruction to targeted and At-Risk students	Director of Special Ed Asst Super Principals	Comp Ed Resources, Local	08/22-05/23	Progress Monitoring, Identified SEs mastered	Aligned Assessments, STAAR/EOC	#2, 7, 8
Continue to provide Student Services Coordinator to oversee and assist ESL program at secondary campuses	Dir of HR Principal Student Service Coordinator	Local Funds	08/22-05/23	Progress Monitoring	Conferencing, Aligned Assessments, benchmarks, TELPAS, STAAR	#2, 6, 7, 8
Maintain a Full-Time ESL teacher to monitor and oversee English Learners language and academic progress on secondary campuses	Teacher Principal	Local	08/22-05/23	Progress Monitoring	Report Cards, Aligned Assessments, TELPAS, STAAR	#2, 6, 7, 8
Continue to ensure that At-risk, Homeless/Migrant students are identified and served in accordance with State and Federal guideline	Asst Supt Homeless Coordinator Campus Admin	Local Funds Title III	08/22-05/23	Family Surveys Coordinate with ESC 20	Monthly Reports to ESC 20	#2, 8

Objective 1.3: Provide Advanced Academic Opportunities for Students—Increase Percentage of Students Achieving College/Career Readiness Standards

Strengthen our implementation of the P-Tech model	Principal, Counselor, Asst. Principal	Campus Funds	08/22-05/23	Campus Calendar	Increased scores and participation	#10
Expand and secure Pathways for the 2022-2023 academic year by allocating staff, curriculum, and equipment.	Superintendent Asst. Super Principal Asst Principal	Federal & Local Funds	08/22-05/23	Master Schedule	Student Participation	#10
Explore streamlining DC partners that offer our Dual Credit courses.	Principal Teacher Counselors Technology	St. Phillips Alamo College APEX College Board	08/22-05/23	Apex Learning Reports, Assessments	College Credits earned/number of courses completed	#2, 3, 7

Goal 1: Ingram Tom Moore will Improve Academic Performance

Target Performance Level: Algebra 1 to 96%; English I to 85%; English II to 85%; US History to 96%

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	TITLE 1 School-wide Components (Code by #)
Continue to expand certifications that could be offered in the future	CTE Director, Campus Admin	CTE Meetings, Region 20, Other Schools	08/22-05/23	Working group Notes	Research findings, Master Schedule	#2,10
Continue to provide the ACT test to all 11th graders during the school day.	Counselor	Local Funds	08/22-05/23	Due to COVID see calendar	Increased scores and student participation	#3
Continue to provide ACT/SAT/TSI Prep during school year and in the summer	Principal, Counselor, Asst. Principal	Campus Funds	08/22-05/23	Campus Calendar	Increased participation and scores	#10
Prepare students and provide opportunities for Certifications in Welding, Cybersecurity, and Phlebotomy	CTE Coordinator Teachers Counselors	CTE Resources, Local	08/22-05/23	Students challenging certification exam	Certifications earned	#2, 8
Continue ACT 8/9 and PreACT Administered to all Freshmen and Sophomores	Principal Academic Dean Counselor	Local	08/22-05/23	Students Testing	PSAT Test Results	#2
Prepare students for post-secondary transition with Next Step Prep	Counselors Teachers Principals	CTE Resources Local Resources IDEA B Resources	08/22-05/23	Personal Grad Plans: Endorsements Increase in students meeting college ready standards	TAPR data	#6, 9

Objective 1.4: Improve Academic Achievement of Sub-populations identified in System Safeguards

Continue to use ELA teacher to provide additional EL support	Principal Asst. Principal	Local Resources	08/22-05/23	ELA will use more direct instruction, additional progress monitoring	Increase proficiency level on TELPAS	#2, 8
All ELA teachers will be ESL certified on the TMHS campus	Principal	Local	08/22-05/23	Teachers receiving certification	Increased number of teachers with ESL Endorsement	#2, 3, 4, 8

Goal 1: Ingram Tom Moore will Improve Academic Performance

Target Performance Level: Algebra 1 to 96%; English I to 85%; English II to 85%; US History to 96%

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	TITLE 1 School-wide Components (Code by #)
Campus will continue to disaggregate the data by sub-groups to evaluate various programs and interventions in meeting the needs of historically underachieving student populations	Asst Super Campus based Curriculum Support Staff RTI, SpEd, ESL teachers	Local	08/22- 05/23	PLC Meetings	Increase Achievement on TEKS aligned assessments, STAAR/EOC for these subgroups	#2, 7, 8
Provide support services for special populations: 504, G/T, Sp. Ed, ELL, Eco. Dis. At-Risk, Homeless, Migrant	Principals, Asst Principals, Counselors, Teachers, staff	Apex Learning, I-Station, Think Through Math, Rosetta Stone, IDEAB, Title III, Local	08/22- 05/23	Students scheduled for additional support	Student success for all, closing performance gap	#2, 8
Continue to monitor EL student progress and provide teacher support during tutoring	Asst Super Campus Admin ESL Teachers	Local Comp Ed	08/22- 05/23	Increased Scores Additional ESL Support Staff	STAAR/EOC TELPAS Benchmarks Report Cards	#2, 7, 8
Continue to offer the ESL class at the high school with ELA teachers, ESL teacher, and ESL paraprofessional	Dir of HR Principal Counselor	Local Resources	08/22- 05/23	Master Schedule	TELPAS and STAAR/EOC results	#2,3,4,8

Goal 2: Ingram Tom Moore will Increase the Use of Quality Data to Drive Instruction

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Continue to utilize “WICOR” strategies for an expanded number of classrooms.	Principal AVID Teacher, Asst. Principal	AVID Workshop	08/22- 05/23	Writing Samples	Teacher will show growth by student in classes, performances	#9

Goal 2: Ingram Tom Moore will Increase the Use of Quality Data to Drive Instruction

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Utilize data to identify specific SEs for individual students to address during STAAR and tutoring	Principal Counselor	Local Resources	08/22-05/23	Progress Monitoring targeting identified SEs, AWARE Data	Increased student academic achievement	#2, 3, 7, 8, 9
Campus will continue to utilize AWARE/ CRS data to drive instruction and changes in scope and sequence	Asst Super Principals Instructional Staff	Local Resources	08/22-05/23	PLC Meetings	3 & 6 wk. assessments/benchmark/STAAR	#2, 7
Continue use of Lexia Power Up Program to increase Reading fluency with Emergent Bilingual students	Asst Super Campus Admin Curriculum Support	Local Resources	08/22-05/23	P-Tech & PLC Meetings	Improvement in scores on identified SEs	#2, 4, 7, 8
Teachers will maintain ongoing Curriculum Alignment	Principal Asst. Principal Teachers	Team Meetings; PLC	08/22-05/23	Team Mtgs; Lesson Plans and Aligned Assessments	Progress Monitoring Report	#2, 4, 7

Goal 3: Ingram Tom Moore will Increase Leadership Effectiveness

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Maintain a Media Coord to assist Teachers, students, and aid in Technology as it applies to the classroom and the students' advancement into the college transition.	Principals Department Chairs	Local	08/22	See Google Classroom and Training Calendar	Develop programs, and trainings that can be tracked and evaluated	#4, 7, 8
Regularly maintain P-tech Leader meetings with Admin on a regular continual schedule	Principal Asst Principal	Local	08/22-05/23	Scheduled Meeting/Sign in Sheets	Meetings to build leadership and responsibilities within Dept Leaders	#4,8
On-going Administrator Training, with a Early College focus	Asst. Supt	Local	08/22-05/23	Campus cohesiveness; Improvement	TPESS Annual Evaluation	#4

Goal 4: Ingram Tom Moore will Increase Learning Time

Target: Increase attendance to 97.0%

Strategies and Action Steps	Person(s)	Resources	Timeline	Evidence of Implementation	Evaluation	Schoolwide Components
Introduce NSP (Next Step Prep) period to include test prep, HB4545 accelerated instruction, remediation, and college and career exploration.	Principal Asst. Principal Teachers	Local Funds	08/22- 05/23	Master Schedule	Progress tracking, attendance, walkthroughs	#2, 4
Our Master Schedule will Maximize Instructional Time	Campus Administrators Counselors	TxEIS	08/22- 05/23	Individual Student Schedules	Master Schedule	#2
In case of the need, TMHS will provide remote instruction option and devices	Principal Asst. Principal	Local Funds	08/22- 05/23	Attendance	Grades, attendance	#2, 6
Continue the Breakfast time during the day to increase learning	Campus Admin, Food Services	Federal Funds	08/22- 05/23	Bell Schedule	Student participation rates	#2
We will Increase Student Attendance/Decrease Tardiness	Campus Administrators Teachers	TxEIS	08/22- 05/23	Attendance Reports	Increased Attn Rate & Decreased Number of Tardies	#2

Goal 5: Ingram Tom Moore will Increase Family and Community Engagement.

Strategies and Action Steps	Person(s)	Resources	Timelines	Evidence of Implementation	Evaluation	Schoolwide Components
TMHS will continue to grow our volunteerism in our district including mentoring, Booster Clubs, Mentors, etc.	All district personnel	ESC 20 Local	08/22- 05/23	Mentoring program K-6, PTO K-6, Booster clubs 7-12, K 9 reading buddies	Volunteer sign-in sheets	#6

Goal 5: Ingram Tom Moore will Increase Family and Community Engagement.

Strategies and Action Steps	Person(s)	Resources	Timelines	Evidence of Implementation	Evaluation	Schoolwide Components
TMHS campus will host Community Celebrations highlighting athletic and academic achievements	Campus Leadership Team Parents Students	PTO, Booster Clubs, Volunteers, All staff Local	08/22-05/23	Awards Ceremonies and other celebration events	Acknowledgement of events on website and local newspapers	#6
TMHS will increase participation of parents and community members in the site-based decision making process	Principals Teachers Parents	Parents and community members	08/22-05/23	Site-based team sign-in sheets	Increase in number of parent and community member participation	#6
TMHS will grow Student Clubs and organizations	Principals Teachers Counselors	Local Resources Activity accounts	08/22-05/23	Student membership in clubs and organizations	Student participation in clubs and organizations	#6, 7
TMHS will continue to expand our Band Participation	Administration Band Director Counselors	Local Resources	08/22-05/23	Master Schedule; Purchase of Instruments	More members in marching band for 2020-21	#2, 3, 4

Goal 6: Ingram Tom Moore will Improve School Climate

Summative Evaluation: Annual Survey of INGRAM ISD.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Publicly recognize staff and students by highlighting individual achievements and accomplishments monthly	Campus Admin Teachers	Website, Social Media Local Media Local	08/22-05/23	Improved Staff Morale	Employee Survey Documentation of Recognition	#6
Teacher Appreciation Monthly lunches & community sponsored meals	Principals	Community	08/22-05/23	Meals	# of meals	
Continue the promotion of positive Campus/Teacher information via Website, Local News Media,	Superintendent Campus Admin	Dist. Website, Local Papers	08/22-05/23	Newspaper Articles, Website, District Ap,	Board Minutes, Ticket Sales, Event Participation	#6

Goal 6: Ingram Tom Moore will Improve School Climate

Summative Evaluation: Annual Survey of INGRAM ISD.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Newsletters, Social Media, District Ap etc.	District Public Relations Liaison	Twitter, Facebook Local		Facebook		
Contribute to Positive Posts / Newspaper Articles / Student Recognition monthly	Campus Admin Technology	Newspaper Liaison	08/22-05/23	Increased communication with community	Increased number of articles in local paper	#6
Encourage School pride—t shirts, key chains, etc. Positive calls home Acknowledging student accomplishments	Principals	Community Local	08/22-05/23	Positive Climate	Teacher Feedback	

Goal 7: Ingram Tom Moore will Increase Teacher and Administrator Quality

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Provide time for Lead Teachers to meet with their department	Principal Asst. Principal	Local Resources	08/22-05/23	Scheduled visits	Increase in effective teaching strategies	#4, 8
TMHS will continue providing new teachers with experienced mentors	Principals Mentor Teachers	Local	08/22-05/23	Improved morale of new teachers	New Teacher Retention and Success Rate	#5
Provide Professional Development opportunities to ensure innovative, effective research-based teaching strategies are utilized	Principals, Director of Sped	Region Professional Development	08/22-05/23	Increased Student Achievement	Curriculum Aligned Assessments STAAR/EOC	#2, 3, 4
TMHS will continue rigorous recruitment of Highly effective Teachers and Staff	Principals	Job Fairs, teacher cert programs, advertised on specialty boards	08/22-05/23	Fully staffed by Highly Effective Teachers	Retention Rates STAAR/EOC/Aligned Assessments	#5

Goal 7: Ingram Tom Moore will Increase Teacher and Administrator Quality

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Assist teachers and administrators by providing continuing education opportunities including refunding cost of successful completion of TExES exams	Principals Director of HR	Local	08/22-05/23	Certificates of completion and additional certifications	Certificates of completion and additional certifications	#3, 4

Goal 8: Ingram Tom Moore will promote a safe environment.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Continue Threat Assessment Team	Campus Admin	Campus Resources	08/22-05/23	Regular meetings	Sign in Sheets	#8
Continue Suicide, Cyber Bullying, Drug Awareness, Bullying, and Conflict Resolution training for students	Counselors Campus Admin	Local Resources SHAC	08/22-05/23	Increased Student Awareness	Training Documentation	#9
Host Stop the Bleed Training and refresher for all staff	Nurse with assistance from Local EMT's	Local Resources	08/22	Increased teacher awareness	Sign in sheets	#9
TMHS will continue to house the IISD PD on our campus	Dist. & Campus Admin	Local Resources	08/22-05/23	Informal building/ground Observations	Periodic Checks for procedure compliance	#8

Goal 8: Ingram Tom Moore will promote a safe environment.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Continue the Marshal Program and support School Marshals	Dist. & Campus Admin	Local Resources	08/22-05/23	Training at AACOG TCLOE Licensing	Training Documentation	#8
Continue CPR training for students at secondary campuses	Athletic Director	Local Resources	08/22-05/23	Training scheduled	Sign in Sheets	#9

Goal 9: Ingram Tom Moore will annually—

- 1. Maintain a balanced general operating fund and add to the fund balance when possible**
- 2. Maintain a budget that supports the vision of Ingram ISD**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evaluation	School-wide Components (Code by #)
Continue to monitor the targeted staffing ratios by analyzing the campus needs in instructional programs, without disrupting the instructional programs.	Superintendent Chief Financial Officer Asst Supt Principals	FIRST Indicators Pupil Projection Numbers HR Staffing Records Budget	08/22-05/23	Highly qualified teachers in all teaching assignments	Staffing Ratios	#1

- 3. Continue to achieve a superior rating as defined by the Financial Integrity Rating System of Texas (FIRST)**