

# College Station Independent School District

## Annual Campus Improvement Plan for Wellborn Middle School 2020-2021



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Board Approval Date:

September 15, 2020

## **Mission Statement**

Success Each Life, Each Day, Each Hour

## **Vision**

All learners in CSISD will be afforded real world, challenging, authentic experiences that develop their creativity, confidence, and competence in a safe and healthy learning environment that celebrates diversity through meaningful relationships.

Together, as a community, we will work to prepare our students to meet the needs of their future success each life, each day, each hour.

## **Board Commitments**

CSISD will ...

- Recruit, develop, and retain qualified and dedicated staff.
- Provide a challenging, relevant, engaging and aligned curriculum.
- Provide an array of services, programs and opportunities to meet the needs of each student, and provide the opportunity for each student to reach his or her full potential.
- Create classroom and campus cultures that involve each family.
- Commit to the responsible use of taxpayer resources.

## **Goals**

1. Recruit, develop, and retain qualified and dedicated teachers and staff.
2. Provide a challenging, relevant, engaging and aligned curriculum to achieve the profile of a learner.
3. Provide an array of services, programs and opportunities to meet the emotional, social, physical, and academic needs of each student, and provide the opportunity for each student to reach his or her full potential.
4. Create classroom and campus cultures that involve each family.
5. We will fully utilize resources to meet the needs of all students.

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[Improvement Plan Acronyms & Definitions Sheet](#)

**Executive Comprehensive Needs Assessment Summary**

**WMS Campus Improvement Plan Review 19-20 Survey Results**

<b>Areas Examined</b>	<b>Summary of Strengths</b> (What strengths were identified?)	<b>Summary of Needs</b> (What needs were identified?)	<b>Priorities</b> (What are the priorities for the campus?)
<b>Staff Quality &amp; Retention</b>	CAST PD on differentiation and SLO cycle - learning new techniques, skills, and philosophies	CAST sessions that share best practices and then allow for work time to implement them, Visiting other teacher's classrooms	Plan CAST cycles that align with teacher needs
<b>Culture &amp; Climate</b>	Wellness tips included in newsletters, staff events, consistent investment in staff mental health	Start wellness groups earlier in the year, consider wellness activities outside the classroom, continue bringing in health professionals	Ensure that staff members have an outlet to voice their concerns, frustrations, and celebrations. Include balance, boundaries, and breaks as part of ongoing staff development
<b>Scholar Achievement</b>	MAP data was started to help us make instructional decisions	Scholars knew MAP assessments were not graded thus they did not try very hard	Find a way to encourage scholars to perform well on MAP assessments
<b>Curriculum &amp; Instruction/Tier-1 Instruction</b>	Curriculum planning days for all content areas, Representation from WMS on curriculum writing teams, CAST professional development provided instructional strategies, Starting the MAP assessment program	Add 8th grade math teacher to curriculum writing team, Invite C&I coordinators to campus on planning days, Continue to build in curriculum feedback time	Use CAST to work with ICs and department teams on development and implementation of curriculum and lesson plans
<b>Social/Emotional Learning</b>	House System implemented to connect scholars across grade levels and in non-academic cohorts, Behavior Rtl program worked with scholars, Digital Citizenship lessons in House Meetings and Computer Literacy course	More resources to facilitate House Family meetings to build teamwork, collaboration, and communication skills among scholars	Consider how to launch House Teams Year 2 with COVID restrictions in place, Find other ways to engage with scholar thinking and behavior (STEP Emergenetics)
<b>Safety/Expectations</b>	Positive feedback from BCSO on safety drills, Campus expectations taught to new scholars through Schoology courses, HERO system utilized to track progress	Identify what safety and daily expectations will look like regarding COVID	Update the expectations videos regarding new COVID protocols

<b>Family/Community Involvement/Scholar Connection</b>	Social media communication to promote campus events and culture, Schoology updates for families, Parent Educator Nights	Other interesting ways to connect with kids in various outlets where they “are”, Figure out how to live-stream events (concerts, sporting events, etc)	Continue encouraging parents to connect with us via Schoology
<b>Technology</b>	Schoology use during AHL was helpful	Scholars need a consistent technology framework for assignments, Increase the quantity of campus-owned devices,	Continued Schoology and instructional technology training for teachers, Restructure the Campus Technology Facilitator’s role on campus to serve a greater purpose

## Data Used for Campus Comprehensive Needs Assessment

Please delete district data points and include all the things you have looked at and considered in the writing of your plan.

- MAP/STAAR
- AVID Site Plan
- PBMAS Report
- Failure Rates
- Community and Business Partner Input
- Technology Input from Stakeholders
- Attendance
- Teacher Retention
- Technology Help Tickets
- Special Education
- Curriculum Documents
- Staff Profiles
- District Benchmark Assessments
- TAPR
- CTE Participation
- CSISD Vision
- New Teacher Survey
- PEIMS Discipline
- Demographics
- Counselor Input on Mental Health
- Extra Funding Requests
- Professional Development
- GT Identification
- TELPAS
- Accountability Report
- Administrator Input
- CSISD Learner Profile
- Educator Evaluations
- Rtl
- Social Media Analytics

<b>Goal: 1</b>				<b>Recruit, develop, and retain qualified and dedicated staff.</b>					
<b>Objective 1: SYSTEMS</b>				<b>Embed activities to promote teacher self-care and community</b>					
<b>Summative Evaluation (to be filled in June 2021 by campus administration)</b>									
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews			Supported by State or Federal Funds
						Oct.	Feb.	May	
<b>Provide opportunities for staff mental/emotional support</b>	Administrators, Staffuly Love Design Team	Staff culture & climate surveys, general campus funds	Once a month	All	Staff survey data				
<b>√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue</b>									

<b>Goal: 1</b>				<b>Recruit, develop, and retain qualified and dedicated staff.</b>					
<b>Objective 2: INSTRUCTION</b>				<b>Provide professional development that is responsive to individual needs of stakeholders.</b>					
<b>Summative Evaluation (to be filled in June 2021 by campus administration)</b>									
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews			Supported by State or Federal Funds
						Oct.	Feb.	May	
<b>Facilitate professional learning communities each month with 100% of instructional staff in attendance (CAST)</b>	Administrators, Instructional Coach/Interventionists	Designated campus rooms, student pre-test and post-test data, My AVID, Substitutes	Weekly	Core Content & Elective Educators	Walkthroughs, Evaluations, PD sign-in sheets				
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<b>Goal: 1</b>				<b>Recruit, develop, and retain qualified and dedicated staff.</b>					
<b>Objective 3: CULTURE</b>				<b>Share the Wellborn Middle School story to attract and retain talented educators that reflect the demographic makeup of our school and connect with our campus culture.</b>					
<b>Summative Evaluation (to be filled in June 2021 by campus administration)</b>									
<b>Strategies and Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Special Populations</b>	<b>Evidence of Success</b>	<b>Formative Reviews</b>			<b>Supported by State or Federal Funds</b>
						<b>Oct.</b>	<b>Feb.</b>	<b>May</b>	
<b>Publish at least two social media posts per week that promote our school culture.</b>	Administrators & Campus Staff	Facebook, Twitter, Instagram, Buffer, Campus website	Weekly, Aug 2020-July 2021	All	Consistent number of impressions				
<b>Facilitate seminars, workshops or training sessions outside of CSISD</b>	Administrators and teachers	Student organizations: TSTA, ATPE, Kappa Delta Pi	Once a semester	Talented educators	Presentation tool artifact/agenda				
<b>Invite Central Office Administrators to attend at least one CAST meeting per semester</b>	Administrators	Newsletter, Success Team, campus tours	Monthly	CSISD central office administration	Principal MOY and EOY evaluations				
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<b>Goal: 2</b>				<b>Provide a challenging, relevant, engaging and aligned curriculum.</b>					
<b>Objective 1: SYSTEMS</b>				<b>Be accountable to the use of Schoology in enhancing the curriculum.</b>					
<b>Summative Evaluation (to be filled in June 2021 by campus administration)</b>									
<b>Strategies and Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Special Populations</b>	<b>Evidence of Success</b>	<b>Formative Reviews</b>			<b>Supported by State or Federal Funds</b>
						<b>Oct.</b>	<b>Feb.</b>	<b>May</b>	
<b>Provide training sessions for teachers to grow their instructional technology skills</b>	Administrators, Instructional Technology Specialist, Instructional Coaches	Instructional Technology Tools, Laptops, Software	Monthly	All	Meeting sign in sheets, Analytics of tools used in Schoology				
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<b>Goal: 2</b>				<b>Provide a challenging, relevant, engaging and aligned curriculum.</b>					
<b>Objective 2: INSTRUCTION</b>				<b>Be accountable to the UbD curriculum and scope and sequence.</b>					
<b>Summative Evaluation (to be filled in June 2021 by campus administration)</b>									
<b>Strategies and Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Special Populations</b>	<b>Evidence of Success</b>	<b>Formative Reviews</b>			<b>Supported by State or Federal Funds</b>
						<b>Oct.</b>	<b>Feb.</b>	<b>May</b>	
<b>Implement a unit/lesson design process that aligns instruction and assessment (Schoology Framework)</b>	Instructional Staff, Administrators	Schoology, Schoology Framework MOOPIL	Weekly submissions	All staff	Teacher Schoology courses, CAST Agendas				
<b>Analyze MAP data to identify gaps in performance of underperforming populations</b>	Administrators, Campus Technology Facilitator	Schoology, Nearpod, Google Suite applications, curriculum documents, MAP Reports	July-May	All	Staff development agendas/sign in sheets, MAP Reports				
<b>√=Accomplished C=Considerable S=Some Progress N=No Progress X=Discontinue</b>									

<b>Goal: 2</b>				<b>Provide a challenging, relevant, engaging and aligned curriculum.</b>					
<b>Objective 3: CULTURE</b>				<b>Integrate a variety of technology in the curriculum to support and enhance teaching and learning.</b>					
<b>Summative Evaluation (to be filled in June 2021 by campus administration)</b>									
<b>Strategies and Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Special Populations</b>	<b>Evidence of Success</b>	<b>Formative Reviews</b>			<b>Supported by State or Federal Funds</b>
						<b>Oct.</b>	<b>Feb.</b>	<b>May</b>	
<b>Provide training on how to address learning needs for underperforming populations in a group setting</b>	Administrators, Campus Technology Facilitator, Department Chairs	Mobile Devices, MAP assessment tool, Planning meetings geared toward data analysis	October, January, March	Low SES, African American, SPED	Staff development agendas/sign in sheets, MAP Reports				
<b>Refine and adjust the campus academic Rtl process</b>	Administrators, Instructional Coaches, RTI Design Team	Meeting schedule, Google Forms	Monthly	All	MAP Growth, Report card grades				
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<b>Goal: 3</b>				<b>Provide an array of services, programs and opportunities to meet the needs of each scholar, and provide the opportunity for each scholar to reach his or her full potential.</b>					
<b>Objective 1: SYSTEMS</b>				<b>Develop a system of support for scholars' social-emotional needs.</b>					
<b>Summative Evaluation (to be filled in June 2021 by campus administration)</b>									
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews			Supported by State or Federal Funds
						Oct.	Feb.	May	
<b>Refine and adapt the campus Behavior RtI program</b>	Administrators , Behavior Coaches, RTI Design Team	Meeting schedule, Google Forms	Monthly	All	Teacher reports, Referral data				
<b>Evaluate discipline data to identify positive approaches and reduce exclusionary discipline</b>	Administrators	Safe & Civil Schools Climate Survey	Each Six Weeks	All	Referral data, Office Visits log, Parent Contact Logs				
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<b>Goal 3:</b>				<b>Provide an array of services, programs and opportunities to meet the needs of each scholar, and provide the opportunity for each student to reach his or her full potential.</b>					
<b>Objective 2: INSTRUCTION</b>				<b>Expand academic learning options on campus.</b>					
<b>Summative Evaluation (to be filled in June 2021 by campus administration)</b>									
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews			Supported by State or Federal Funds
						Oct.	Feb.	May	
Identify CTE courses that can move to the middle school level to afford scholars the chance to expand their CTE pathway options	Administrators, CTE Director, Counselor	CTE Pathways, CSISD Course Guide	Sept-April	CTE	Updated course offerings that align with high school CTE pathways				
Evaluate scholar IEPs at the beginning of the year to ensure appropriate placement and programming	Administrators, SPED Teachers	CSISD Cloud, eSTAR	July-May	SPED	IEPs that seamlessly transition from year-to-year				
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<b>Goal 3:</b>				<b>Provide an array of services, programs and opportunities to meet the needs of each scholar, and provide the opportunity for each student to reach his or her full potential.</b>					
<b>Objective 3: CULTURE</b>				<b>Promote culture of belonging and purpose for each scholar and staff member on campus.</b>					
<b>Summative Evaluation (to be filled in June 2021 by campus administration)</b>									
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews			Supported by State or Federal Funds
						Oct.	Feb.	May	
<b>Refine and adapt House Teams</b>	Administrators, Counselor, House Team Leaders, House Team Design Team	Virtual/Technology Tools,, RCA App	Monthly	All	Continuation of House Teams: Draft, Use of App, Scholar Buy-in				
<b>Implement Phase I of STEP Emergenetics program to support learning and behavior needs</b>	Administrators, Instructional Coaches, STEP Team	Emergenetics STEP Training, Youth Profile Reports	October-May	SPED, RTI, 504	Academic: MAP Data, Report Card Grades, Behavior: Referral Data, Teacher Feedback, Scholar Self-reflection				
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<b>Goal 4</b>				<b>Create classroom and campus cultures that involve each family.</b>					
<b>Objective 1: SYSTEMS</b>				<b>Increase family involvement in campus activities and opportunities.</b>					
<b>Summative Evaluation (to be filled in June 2021 by campus administration)</b>									
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews			Supported by State or Federal Funds
						Oct.	Feb.	May	
Increase number of families that attend virtual PTO meetings by 20% from beginning to end of year	Principal, PTO President	SchoolMessenger, Social Media Outlets, Zoom	Monthly	All	Sign-in sheets at each meeting				
<b>√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue</b>									



<b>Goal 4</b>				<b>Create classroom and campus cultures that involve each family.</b>					
<b>Objective 2: INSTRUCTION</b>				<b>Partner with families to learn about academic, social, and emotional needs of teenagers.</b>					
<b>Summative Evaluation (to be filled in June 2021 by campus administration)</b>									
<b>Strategies and Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Special Populations</b>	<b>Evidence of Success</b>	<b>Formative Reviews</b>			<b>Supported by State or Federal Funds</b>
						<b>Oct.</b>	<b>Feb.</b>	<b>May</b>	
<b>Offer two Parent/Educator Seminars (in conjunction with PTO) to help families working with middle school scholars</b>	Administrators	Guest speakers, Donated food, Location to host, Social media marketing	One meeting each semester	All	Parent sign-in sheets, Social media recordings				
<b>√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue</b>									

<b>Goal 4</b>				<b>Create classroom and campus cultures that involve each family.</b>					
<b>Objective 3: CULTURE</b>				<b>Increase awareness of campus activities and opportunities by removing barriers between home and school.</b>					
<b>Summative Evaluation (to be filled in June 2021 by campus administration)</b>									
<b>Strategies and Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Special Populations</b>	<b>Evidence of Success</b>	<b>Formative Reviews</b>			<b>Supported by State or Federal Funds</b>
						<b>Oct.</b>	<b>Feb.</b>	<b>May</b>	
<b>Communicate campus events and important information each month via Schoology, School Messenger emails, and home visits.</b>	Administrators	Smore, Schoology, School Messenger, Social Media, Scholar Addresses	Monthly	All	Family emails on the first of each month, Smore and Schoology analytics				
<b>√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue</b>									

<b>Goal 5:</b>				<b>Commit to the responsible use of taxpayer resources.</b>					
<b>Objective 1: SYSTEMS</b>				<b>Utilize district resources to meet instructional needs.</b>					
<b>Summative Evaluation (to be filled in June 2021 by campus administration)</b>									
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews			Supported by State or Federal Funds
						Oct.	Feb.	May	
<b>Add at least two more laptop carts for instructional use on campus</b>	Principal, Principal's Secretary, Technology Department	Purchase Order process, Approved Vendors	October	All	Laptops carts on campus				
<b>√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue</b>									

[WMS Systems Overview Document](#)

## **APPENDIX A: STATE AND FEDERAL REQUIREMENTS**

### **Community Based Accountability System**

<b>Strategies</b>	<b>Resources</b>	<b>Staff Responsible</b>	<b>Evaluation</b>
College Station ISD will continue to develop and refine a meaningful accountability system that measures what our community believes is important through the Community Based Accountability System.	Local Funds	Executive Director for Special Services and Accountability	CBAS document and evaluation tools complete and communicated to public.
Revise the CSISD Community-Based Accountability System to align with data and community feedback	TPAC Support; Local Data Sources	Executive Director for Special Services and Accountability	CBAS document and evaluation tools complete and communicated to public.

### **Bullying Prevention**

<b>Strategies</b>	<b>Resources</b>	<b>Staff Responsible</b>	<b>Evaluation</b>
Develop and/or implement positive proactive intervention strategies that address offenses such as bullying (and support student organizations and efforts to address this), harassment, and violence (dating and/or sexual abuse)	Campus Budgets	Director for Student Services, School counselors	Discipline Referrals, Anecdotal Campus Reports
Revise the bullying training module for teachers and students	District Budget	Director for Student Services, School counselors	Revised Modules, Sign-in Sheets from trainings

### **Child Abuse and Sexual Abuse Prevention**

<b>Strategies</b>	<b>Resources</b>	<b>Staff Responsible</b>	<b>Evaluation</b>
All district staff members will be trained in Recognizing and Reporting Child Abuse	Online training through Hoonuit	Campus Administrators, Director of Human Resources	Training records in Hoonuit

at the beginning of the year.			
All CSISD staff will follow child abuse reporting requirements.	N/A	All staff	Counselor documentation

### Coordinated Health- SHAC Council

Strategies	Resources	Staff Responsible	Evaluation
The SHAC Council will meet a minimum of 4 times per year.	Student Activities Budget	Director of Student Activities; SHAC Chairperson	Sign in Sheets, Minutes, Agendas
The council will provide the CISD Board an annual report of their activities for the year	N/A	Director of Student Activities; SHAC Chairperson	Board Agenda with Presentation
The majority of the council membership will be parents and the co-chair will be a parent.	N/A	Director of Student Activities; SHAC Chairperson	Membership List

### Dating Violence Awareness

Strategies	Resources	Staff Responsible	Evaluation
Develop and/or implement positive proactive intervention strategies that address offenses such as bullying, harassment, and violence (dating and/or sexual abuse)	Campus Budgets	Director for Student Services, School counselors, Campus Administrators	Discipline Referrals, Anecdotal Campus Reports
Provide secondary teachers with staff training on relationship abuse awareness, detection and prevention.	Counselors, Campus administrators, Hoonuit, Campus Budget	Director for Student Services, School counselors, Campus Administrators	Discipline Referrals, Anecdotal Campus Reports

### Suicide Prevention

<b>Strategies</b>	<b>Resources</b>	<b>Staff Responsible</b>	<b>Evaluation</b>
All staff members will be trained in Suicide Prevention Training	District Budgets, Hoonuit	Director for Human Resources	Training sign in sheets, Training Agendas

### **Drug Prevention**

<b>Strategies</b>	<b>Resources</b>	<b>Staff Responsible</b>	<b>Evaluation</b>
College Station ISD will teach drug awareness and prevention	TEKS, Curriculum resources	Director of Student Services, Counselors, Educators	Lesson Plans, Discipline Records

### **Federal Programs Compliance**

<b>Strategies</b>	<b>Resources</b>	<b>Staff Responsible</b>	<b>Evaluation</b>
The district will evaluate student achievement in the following programs: Title I, Bilingual/ESL, LEP, Gifted and Talented, Special Education, Career and Technology Education and students in at risk situations.	Mizuni Software and Eduphoria Aware	Curriculum and Instruction Staff, Campus Administration, School Counselors	Data reports; Comprehensive Needs Assessment
Title I, Part A campuses will implement the supplemental funds to maximize student learning and achievement.	Title I	Director of Special Programs	Budget reports, Annual federal compliance report
All programs which receive federal funding will maintain compliance with Education Department General Administrative Regulations (EDGAR) .	Title I, Title II, Title III, Early Head Start/Head Start	Director of Purchasing, Director of Business Services, Directors over federal funds	Budget reports, Annual federal compliance report

### **Student Achievement**

<b>Strategies</b>	<b>Resources</b>	<b>Staff Responsible</b>	<b>Evaluation</b>
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<p>All students will have a graduation pathway plan developed in 8th grade, and an annual review with parent notification will occur to ensure that students are progressing towards graduation with their cohort as expected.</p>	<p>Campus counselors, printing, substitutes for counselors</p>	<p>Director of Student Services, Campus counselors, Campus Administration</p>	<p>Plans in place for 8th graders, meetings scheduled</p>
<p>Services will be provided for at-risk students to increase academic achievement and reduce the dropout rate for these students</p>	<p>State Comp Ed Funds</p>	<p>Chief Academic Officer, Director for Special Programs, Campus Administration, Campus Counselors, Campus Testing Coordinators</p>	<p>State Comp Ed Reports, Annual district report to school board, School board agenda</p>



**APPENDIX B: WMS CAMPUS IMPROVEMENT PLAN COMMITTEE 2020-21**

Members	Role
Alexander, Stephen	Campus Technology Facilitator
Doles, Deanna	Teacher-AVID
Hackethorn, Grant	Assistant Principal
Kenjura, Linda	Community Member
Mann, Jeff	Central Office Administrator
Martindale, Alicia	Teacher-Foreign Language
Mayberry, Karen	Teacher-English
McMurry, Megan	Teacher-Special Education
Miles, Brian	Counselor
Miles, Wendy	Teacher-Science
Mishler, Julia	Principal
Norton, Jessica	Teacher-Fine Arts
Owens, Robert	Teacher-PE/Health
Phillips, Michelle	Teacher-History
Stewart, Jeremy	Assistant Principal
White, Kerri	Teacher-Math