

**District Goal #2 of 5: Ensure Quality Personnel in All Positions**

**Plan Date: September, 2008**

**Related Campus Goal(s): DMS will recruit, develop, retain and recognize an exceptional, highly motivated staff to optimize student engagement.**

<p><b>Objectives</b></p> <p>(Strategic and specific, measurable, attainable, results-oriented and time-bound)</p>	<p><b>Strategies/Activities</b></p> <p>(If a professional development initiative is identified, please describe in detail.)</p>	<p><b>Resources</b></p> <p>(Staffing, funding, materials needed to underwrite, implement and/or support the activities. Identify parties responsible for implementation.)</p>	<p><b>Benchmarks and Timeline</b></p> <p>(Measurable data points and other evidence of change that demonstrate progress toward meeting the objective)</p>	<p><b>Expected Measurable Results and Evaluation Components</b></p> <p>(Identify the criteria and specify the indicators of success)</p>
<p>Fewer than ten percent of Dawson's staff will need to be replaced from the 08-09 school year.</p>	<p>a. Administrative classroom presence practicing learned strategies of walk-through as prescribed by Dr. Lowell Strike who will offer such training two hours each month. b. Gallup-driven hiring process</p>	<p>a. Administrators, Dr. Lowell Strike, District funds for needed text in training b. Administrators, Online access to Region XI site, Gallup materials</p>	<p>a. weekly walk-through data b. annual training and time logged in interviews</p>	<p>a. Walk-through data recorded by administrators who visit classrooms weekly will create a sense of accountability and awareness for teachers in need of assistance and support. b. Time spent in accessing online information on candidates as well as time spent on the process by which to interview viable candidates will provide adequate candidates for any open positions.</p>
<p>Professional development will be viewed as productive and helpful for, at minimum, eighty percent of the Dawson staff.</p>	<p>a. Collaborative staff development planning b. Varied methods of instruction for staff development to include technology offerings and packaged programs from national entities, i.e. Flip Flippen. c. Staff polling at year's end</p>	<p>a. Classroom teachers, administrators, department chairs b. administrators, department chairs, campus activity funding for speakers/programs c. Principal, classroom teachers, survey monkey</p>	<p>a. three planning times in the 08-09 school year b. three days of campus staff development c. annual survey to include a staff development component</p>	<p>a. Three times this school year, a group of stakeholders at DMS will contribute to the potential staff development offerings both major and minor (major focus of the day as well as smaller offerings). Success will be measured based on the ability to incorporate staff interest and need. b. A comparison of the three campus staff development days will show variety in the material and method of instruction. c. The developed survey will reveal the extent to which teachers found worth in the offered staff development opportunities.</p>
<p>Staff will be motivated with positive efforts and recognition at minimum eight times a month.</p>	<p>a. Dragon of the Month b. Friday Shout Out c. PTO Luncheons d. PTO classroom cost initiative e. Supportive Peer Observation Time (SPOT) f. PTO Wish List initiative</p>	<p>a. STUCO, principal, campus staff, campus budget b. Principal, campus staff c. PTO members, hungry staff members, PTO donations d. PTO treasurer, classroom teachers e. classroom teachers, time release for classroom teachers to observe their peers f. Fall fundraising, PTO disbursement chair, classroom</p>	<p>a. monthly recognition at faculty meetings b. weekly kudos printed for staff review c. six times a year offered lunches are well attended by smiling staff d. annual disbursement from</p>	<p>a. Classroom teachers will submit their vote and rationale for a worthy colleague to be recognized. The comments submitted will demonstrate the positive energies from our DMS staff. b. Weekly publication will collect and print the kudo comments from one colleague to another. The number of weekly kudos submitted and the variety of staff receiving praise will indicate the motivated climate of the campus. c. Significant attendance of our DMS staff at these six luncheons will create a positive feel among faculty. d. The extent to which classroom teachers use their</p>

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		teacher requests	PTO e. weekly sharing from staff regarding visited classrooms f. raised monies from fall fundraising will annually match up with well thought out teacher requests	allotted \$100/\$150 will indicate the motivation they have to invest in their classroom/students. e. Shared descriptions from staff regarding witnessed lessons in a colleague's classroom will indicate the extent to which teachers are motivating their peers. f. The number of submitted wishes from teachers will be significant when compared to available funds for disbursement raised by our DMS students in the fall.
Dawson administration will attend at least two major recruiting efforts during the 08-09 school year.	a. Attendance at regional, local, state, or out-of-state job fairs	a. CISD Personnel Director, DMS administrators, district funding for travel	a. bi-annual attendance at job fairs	a. Connections made with potential employees at these two job fairs will bring potentially needed interviews at the appropriate times of the school year.

**District Goal #3 of 5: Provide a School Environment Supportive of Learning**

**Plan Date: September, 2008**

**Related Campus Goal(s): The DMS community will continue to foster an environment characterized by relationship building. DMS students excel in a positive school climate where they feel safe, are drug free and take ownership in their learning.**

<b>Objectives</b> (Strategic and specific, measurable, attainable, results-oriented and time-bound)	<b>Strategies/Activities</b> (If a professional development initiative is identified, please describe in detail.)	<b>Resources</b> (Staffing, funding, materials needed to underwrite, implement and/or support the activities. Identify parties responsible for implementation.)	<b>Benchmarks and Timeline</b> (Measurable data points and other evidence of change that demonstrate progress toward meeting the objective)	<b>Expected Measurable Results and Evaluation Components</b> (Identify the criteria and specify the indicators of success)
<p>Dawson staff will take daily, weekly and monthly measures to ensure student emotional and physical safety while at school.</p>	<ul style="list-style-type: none"> <li>a. bully hotline/email</li> <li>b. campus security equipment</li> <li>c. crimestoppers</li> <li>d. SRO instruction</li> <li>e. PALs hero pairings</li> <li>f. lunch bunch</li> <li>g. DMS new student party</li> <li>h. dragon camp</li> <li>i. AIM</li> <li>j. drug dog</li> <li>k. emergency drills</li> <li>l. circle of friends</li> </ul>	<ul style="list-style-type: none"> <li>a. campus technologist, campus administration, SRO, phone line or email address dedication</li> <li>b. SEIMENS technicians, district technology department, SRO, campus administration, front desk secretary</li> <li>c. SRO, campus budget</li> <li>d. SRO, classroom teachers, Southlake PD</li> <li>e. PALs teacher, students, classroom teachers</li> <li>f. Denise McCrummen, participating students/parents</li> <li>g. PALs teacher, students</li> <li>h. DMS counselors, administration, student/parent volunteers</li> <li>i. District funding, campus counselors, classroom teachers, company contract</li> <li>j. company contract, campus administration, SRO</li> <li>k. campus administration, SRO</li> <li>l. sponsor Julie Presley, student club members</li> </ul>	<ul style="list-style-type: none"> <li>a. mid-first semester launch, daily check</li> <li>b. daily use of various in place programs</li> <li>c. as needed availability and success rate</li> <li>d. Periodic opportunities to teach</li> <li>e. On-going throughout the year, beginning in October 2008</li> <li>f. On-going throughout the school-year.</li> <li>g. Once at the beginning of each semester, PALs driven</li> <li>h. Annual event to attract majority of incoming students</li> <li>i. Annual program for eighth graders</li> <li>j. contractual visits to campus at least three times a year</li> <li>k. monthly drills covering fire, evacuation, tornado and lock-down.</li> <li>l. periodic club evaluations</li> </ul>	<ul style="list-style-type: none"> <li>a. DMS will create a means by which students can anonymously report incidents of bullying that occur on school grounds. The frequency with which this new system is utilized and facilitates a reduction in occurrences of bullying will mark its success.</li> <li>b. Campus surveillance cameras, card access doors, and Raptor check-in management will be a daily check of campus security. Daily checks of doors, SRO camera access and front desk license checks will indicate success.</li> <li>c. The crimestoppers program will be available to those students who are in need of investigative help. The rate at which crimes are solved will indicate the success of the program.</li> <li>d. The campus SRO will have opportunities to educate students on topics like drug/alcohol use, dating safety, judicial procedure, etc. as the year progresses.</li> <li>e. Beginning in October and meeting every other week, eighth grade PALs will pair with seventh graders identified by teachers as students in need of self-esteem boosts. Maintaining the majority of those identified seventh graders in the program throughout the year may indicate its success. Seventh grade teacher/parent feedback on the progression of identified students will help to determine the effectiveness of the program.</li> <li>f. Denise McCrummen will continue her efforts of social adjustment/refinement through her lunch bunch program. Feedback from the teachers/parents of these students in the program as well as the students' social aptitude will indicate the success of the lunch bunch program.</li> <li>g. PALs will facilitate a special party during advisory at the start of each semester to help acclimate new students to DMS and CISD.</li> <li>h. Attendance at this annual event and the extent to which current and former DMS students volunteer to help with the event will help identify the extent to</li> </ul>

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				which this event eases the anxieties of incoming seventh grade students.
				i. The annual AIM program will reach as many eighth grade students as possible to better educate them on the power of abstinence. j. Drug dogs will routinely visit campus as an actual and visible deterrent to students bringing illegal drugs to campus. k. Reflective notes indicating points of success and failure will reflect the impact of monthly fire drills, annual evacuation drills, lock-down drills, and annual tornado drills. l. The circle of friends, sponsored by Julie Presley, will work to see that students in our Life Skills program are supported in their school environment.
100% of Dawson students will participate in activities of school ownership offered during the school year.	a. Renzulli interest survey b. Extra-curricular elective and club participation c. STUCO lunches d. Extended day e. Helping Hands f. Team building g. KUDOR	a. District funding, online access, classroom teachers, students, administration, campus technologist b. DMS counselors, coaches, elective staff, club sponsors c. STUCO sponsors, STUCO students, administration d. PTO/Campus funding, classroom teachers, students e. PTO chair, administration, classroom teachers, students, community service/nursing facilities f. Renae Osborne, PALs, classroom teachers, students g. Julie Presley, Ja'Ree Ayala, counselors, campus budget, advisory teachers	a. 100 percent of students will complete this online interest survey b. annual club fair and schedule process c. once a six weeks luncheons with the principal d. daily attendance by teachers/students e. annual effort to involve 100 percent of our students in service f. once a six weeks advisory activity per team g. annual evaluation	a. When one-hundred percent of our DMS students have completed the online survey, teachers will begin to log in and refer to their surveys when selecting activities for upcoming lesson plans. b. The annual club fair and on-going scheduling process will help to link students to extra-curricular opportunities at the school. c. Each six weeks, STUCO students will represent their study body by delivering suggestions and campus feedback to the campus principal during lunch. d. Student attendance at extended day will reflect the extent to which students are taking this opportunity of additional tutoring to improve their academic performance. e. At least ninety percent of our students should attend the annual service activity and be active at their site of service. f. Academic teams will participate in team building activities during advisory each six weeks. g. By year's end, we aim to circulate all of our students through the computer lab to take part in a career assessment program through advisory.



Related Campus Goal(s): DMS students and staff benefit from having available funds to further educational opportunities both within and beyond the classroom.

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<p>Maintain and Increase funds raised through in-house efforts.</p>	<p>a. Dawson Family Night b. Magazine Sales c. Dragon Closet d. Cell Phone Fee Collection</p>	<p>a. PTO DFN chairs, classroom teachers, community donations, student contributions, capital outlay from PTO budget, administration b. PTO Magazine chairs, student participation, community purchase, PTO capital outlay, administration c. Denise McCrummen, Lori Tatum, Cheryl Wieting d. Campus Improvement Team, Secretarial staff</p>	<p>a. Annual planning and execution of the event should raise approximately \$5000. b. Annual planning and execution of the sales event should raise approximately \$5000. c. Monthly deposit d. CIT will appropriately allocate the annual collection of cell phone fees, approximately \$1000.</p>	<p>a. With careful planning and appropriate staff/student participation, attendance at the event should approach two-hundred people, thereby increasing the likelihood of reaching the financial goal. Funds raised from this event are returned to staff through the bi-annual "Teacher Wish List" process. b. Partnership with QVC Magazine sales supported by well-placed incentives should encourage students to participate in the sales event thereby reaching the financial goal. Funds raised from this event are returned to staff through the bi-annual "Teacher Wish List" process. c. The school spirit shop opens daily to sell for profit dragon merchandise to the community. d. Daily diligence and consistency in upholding the district policy of paying \$15 to retrieve a confiscated phone will likely yield \$1000 by year's end. The appropriation approved by the campus improvement team should be such that supports students directly.</p>
<p>Seek to supplement the annual campus budget by ten percent.</p>	<p>a. Carroll Education Foundation b. True to the Core Funds c. We Care Funds d. High School Allotment Funds e. Perkins Grant f. District Partnership g. AP Booster h. Athletic Booster</p>	<p>a. Campus grant writers, administration, training on the grant process b. School board designation of district funds, administration c. Community partnership and funds, administration d. Campus and District administration, Federal Funding e. Campus and District administration, Federal Funding f. Campus and District</p>	<p>a. annual grant process participation b. campus programs made possible by district funds c. motivational programs made possible for staff by district funds d. annual</p>	<p>a. Each year, several grant requests should stem from Dawson's staff, thereby giving our campus a viable chance at acquiring CEF funds to better our innovative educational endeavors. b. Campus administrators will at least once each semester generate an idea for the campus that matches our district core values and can therefore utilize true to the core funds. c. At least once a year, campus administration will find a way to motivate staff using we care funds. d. Campus administrators will remain informed of legal details and appropriate uses for high school</p>

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		Administration g. Classroom teachers, campus administration, AP Booster club officers h. Campus coaching staff, campus administration, Athletic Booster club officers	communication with the office of Dr. Jan Morgan e. annual communication with the office of Mr. Darrell Brown f. Staff development opportunities made possible for staff with the use of departmental budgets g. annual grant process for teachers of honors courses h. annual needs list communicated by campus coaching staff	allotment funds. Communication will be bettered by campus administrators who annually seek to secure these funds for the following school year. e. Campus administrators will remain informed of legal details and appropriate uses for the perkins grant funds. Communication will be bettered by campus administrators who should annually seek to secure these funds for the following school year. f. Campus administrators will be able to partner with district departments in an effort to financially support staff development opportunities for campus staff. g. Each year, classroom teachers of honors courses should submit at least one request to make use of available AP booster funding. h. Each year, campus coaches should submit at least one request to make use of available Athletic Booster club funding.
Conduct an end-of-year budget analysis to determine appropriate disbursement.	a. Budget Analysis	a. Campus secretary, principal	a. annual, end-of-year analysis	a. Taking time at the end of the school year to compare spending and need for each of the campus departments who are in receipt of an annual budget allotment should reveal consistency, equality and adequate resource to meet suitable need.
Explore opportunities to procure funds for aging band instruments.	a. Band Refresh Cycle b. District Request Form	a. Campus band director, district personnel, grant research, principal b. Dr. Lowell Strike, District Cabinet, David Stone, Principal	a. progress measured at the end of each semester b. spring request process	a. A plan is needed to, over time, replace aging band equipment with better quality instruments. b. Following procedures outlined by Dr. Strike, the band director and principal will construct a well-identified plan and request for capital outlay needed to replace aging band instruments.

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**District Goal #5 of 5: Improve Public Understanding and Support of Public Schools**

**Plan Date: September, 2008**

**Related Campus Goal(s): Recognizing the importance of community partnership, DMS will maintain efficient and informative methods of communication with our stakeholders. This communication will serve to further involve community members in the happenings of George Dawson Middle School.**

<b>Objectives</b> (Strategic and specific, measurable, attainable, results-oriented and time-bound)	<b>Strategies/Activities</b> (If a professional development initiative is identified, please describe in detail.)	<b>Resources</b> (Staffing, funding, materials needed to underwrite, implement and/or support the activities. Identify parties responsible for implementation.)	<b>Benchmarks and Timeline</b> (Measurable data points and other evidence of change that demonstrate progress toward meeting the objective)	<b>Expected Measurable Results and Evaluation Components</b> (Identify the criteria and specify the indicators of success)
At least eighty percent of our parent base will speak favorably regarding available means to being informed of school happenings.	a. Marquee b. Constant Contact c. Connect-Ed d. Web Design	a. Maintenance bi-annual light bulb refresh, weekly calendars, assistant principal b. Campus secretary, Lynn Anderson, Instructional technologist, PTO funding, parent email submission c. District contract, District technology assistance, campus administration d. Campus instructional technologist, campus secretary, Nick Williams, i5 company, District communications department	a. weekly updates with accurate, timely information b. weekly editions of "The Tradition" c. as needed for attendance and emergency purposes d. weekly updates and refresh with accurate, timely information	a. An assistant principal of Dawson Middle School will weekly update the school marquee to reflect calendar items for that and upcoming weeks. The sign will be well maintained and readable by those stakeholders driving by our school. b. "The Tradition" will be sent out weekly from the desk of the campus secretary. Items for distribution will be collected throughout the week. Constant Contact will be well-publicized so as to collect at minimum five-hundred email addresses. c. In case of needed attendance messages or in the case of emergency information release, connect-ed will serve the administration of Dawson well by facilitating an immediate release of information by phone to all (or selected) DMS parents. d. The new DMS web page will receive favorable praise from parents who look to the site for information. This praise will be sought informally and perhaps through a simple survey monkey survey two-thirds of the way through school.
Weekly pertinent communication from teachers to parents will be frequent and accurate.	a. Teaming meetings b. Math Lab / CARE c. Teacher Web	a. Team teachers, attending parents b. Math Lab & CARE teachers, benchmark or other growth-measuring assessments c. Campus technologist, principal, classroom teachers	a. Team weekly agendas facilitate parent meetings. b. intentional points of communication reporting student progress c. weekly updated information on linked to the campus web page.	a. Academic teams will designate and use days in their weekly agenda for meeting with parents and discussing student performance. Baring some extenuating circumstance, all necessary teachers will attend such meetings. b. Within the established curriculum of Math Lab and CARE will be intentional measures of growth. Student performance of such measurements will be communicated to the parents of those students. c. The principal will take time on Mondays to review posted information on the campus website and from that viewing determine which individual teacher pages need updating to reflect the coming weeks' pertinent class information.
DMS will continue to contribute to and expand on our involvement in community partnership efforts.	a. Career Day b. Community Mentors c. Helping Hands d. Dawson Family Night	a. DMS Counselors, PTO chair, Classroom Teachers, Campus Budget b. Norma Whitt, DMS Counselors, Classroom Teachers, DMS Students	a. Annual event with various careers represented b. Routine	a. Career day is a measurable success when students have a plethora of career represented that they in turn might learn about. b. Identified students from both grade levels are paired with community volunteers. Measurable

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		c. PTO Chair, Community Service Organizations, Community Nursing Homes, Classroom Teachers, DMS Students, Campus Budget, DMS Administration d. PTO Chair, Classroom Teachers, DMS Administration, PTO/DMS Capital Outlay	meetings with community mentors and identified students c. Annual event partnered with area service and nursing organizations d. Annual fundraising event with attending parents and community members	success is identified by the frequency of these meetings and the student's response to the partnership. c. Helping hands aims at getting our entire student population off campus and in service rolls for the day at service organizations as well as nursing homes. Targeted attendance for this event is ninety-percent of our student body. d. Dawson family night is an annual event aimed at getting the community up at school to see the success of our students, primarily in the fine arts and elective areas of study.