



Campus Improvement Plan

Loma Alta Middle School

2019-2020

266 CR 381

San Antonio, TX 78253

State ID: 163908043

Mission

By establishing a safe, respectful and nurturing environment, we will inspire students to be innovative thinkers, self-advocates and responsible citizens.

Vision

Together, we will foster a desire for lifelong learning that prepares students to reach their potential.

Description

Loma Alto Middle School opened its doors in 2018 and serves 730 students in grades 6 through 8. The student population is 5.45% African American, 62.7% Hispanic, 25.2% White, .6% American Indian, .8% Asian, 5% Two Or more Races, 51.6% Male, 49.5% Female.

Non-Title I Campus

LAMS is a Non-Title I Campus

Demographics

Loma Alta was excited to have very high attendance the 1st year. We were happy to add curriculum for our 8th grade math academies. With that in mind, we are still in need of curriculum for our ESL students and our reading academies.

Student Achievement

Based on the first year of STAAR data for Loma Alta, 6th grade was the strongest tested grade. 8th grade Science was also strong, but 8th grade History still has some room for improvement.

School Culture and Climate

Loma Alta provided educational field trips to all grade levels during the first year. We would like to involve parents more on our campus.

Staff Quality, Recruitment and Retention

Although we are a highly thought of district, we need to retain our teachers once they arrive. We would like to look at incentives for attendance for teachers. We also see the need to recruit substitute teachers.

Curriculum, Instruction and Assessment

We are fortunate to provide Math and Reading academies for our struggling learners. We would like to add specialist on our campus for daily support with curriculum. We also need continued support for our ELL students.

Family and Community Engagement

This year we have done a good job communicating with parents and the community through social media. With report cards and student grades on skyward, we need to continue pushing the use of Skyward.

School Context and Organization

Every core area has a department head. This person is a great resource for our teachers. They hold PLC meetings and ensure that curriculum is aligned. Outside of core classes, our teachers need additional training on special program areas such as success ed.

Technology

Medina Valley ISD has began moving in the right direction and adding technology. We are using Google classroom more then ever and will continue that push. We do need more technology, such as chrome books, in the classrooms.

Special Programs

Addressing Needs of Students At-Risk of Not Meeting State Standards

The campus leadership team monitors and addresses students who are at risk of not meeting state standards by reviewing trends and patterns on state and benchmark assessments, RTI documentation, and then providing academic support, i.e. after school/parent arranged tutoring.

Administrators

Julie Center	Principal
Daniel Williams	Vice Principal
Carmen Ramirez	Vice Principal

Planning Committee

Member Name	Title
Julie Center	Principal
Daniel Williams	Assistant Principal
Carmen Ramirez	Assistant Principal
Natalie Mueller	Teacher
Lindsey Spracale	Teacher
Joy Smith	Teacher

Planning Committee (continued)

Member Name	Title
Carrie Arce	Teacher
Jennifer Hickman	Teacher
Amy Guajardo	Teacher
Jacklin Mosso	Teacher
Angela Grivich	Teacher
Abigail Guarnero	Teacher
Judith Blake	Teacher
Sara Young	Teacher
Joe Gross	Teacher
Rosemary Morales	Counselor
Christine Guarnero	Campus Secretary
Kelsey Fankel	Counselor
April Davis	Parent
Matt Pedroza	Community Member
Jeffrey Fankel	Business Representative

Comprehensive Needs Assessment

Demographics

Strengths

- 1 Academies that address academic needs of at risk population.
- 3 Curriculum for 8th grade Math academy
- 4 Student yearly attendance was over 97% for the 18-19 school year.

Needs

- 1 Curriculum for ESL
- 2 Mentoring program for at risk students
- 3 Curriculum for Reading academies

Summary

Loma Alta was exited to have very high attendance the 1st year. We were happy to add curriculum for our 8th grade math academies. With that in mind, we are still in need of curriculum for our ESL students and our reading academies.

Data

Attendance Data
STAAR / EOC Results
TAPR

Student Achievement

Strengths

- 1 85 percent of 6th graders received "Approaching Grade Level" on their Reading STAAR.
- 2 93 percent of 6th graders received "Approaching Grade Level" on their Math STAAR.
- 3 All subgroups scored within the same range of each other.

Needs

- 1 7th grade Writing scores continue to improve as students gain more strength in their writing skills.
- 2 7th grade Reading (all groups) continue to work on gains in scores.
- 3 8th grade Social Studies meet the state average in all subgroups on the STAAR.

Summary

Based on the first year of STAAR data for Loma Alta, 6th grade was the strongest tested grade. 8th grade Science was also strong, but 8th grade History still has some room for improvement.

Data

Classroom Walkthrough Data
Curriculum-Based Assessments
Formative Assessments
STAAR / EOC Results

School Culture and Climate

Strengths

- 1 Teachers ability to build relationships
- 2 Families feel welcomed at the campus
- 3 Teachers are seen as role models to students
- 4 Educational Field trips

Needs

- 1 Teacher involvement in clubs
- 2 Campus-level support of clubs
- 3 More activities/opportunities to involve parents.
- 4 Bullying education for students and teachers
- 5 More opportunities for students to attend field trips.

Summary

Loma Alta provided educational field trips to all grade levels during the first year. We would like to involve parents more on our campus.

Data

Climate Survey

Staff Quality, Recruitment and Retention

Strengths

- 1 Small town/community
- 2 New teacher mentor program, orientation, and 1st-year academy
- 3 High level of collaboration within the grade level

Needs

- 1 Better employee benefit package
- 2 Teacher attendance incentives
- 3 Substitute recruitment training
- 4 Teachers would like team building activities to get to know other members of the staff and discuss cross curricular activities.

Summary

Although we are a highly thought of district, we need to retain our teachers once they arrive. We would like to look at incentives for attendance for teachers. We also see the need to recruit substitute teachers.

Data

Attendance Data
Climate Survey

Curriculum, Instruction and Assessment

Strengths

- 1 Curriculum support at the district level
- 2 Math and Reading academies for struggling learners
- 3 STAAR pullouts
- 4 Preparation course to expose 8th graders to CTE program

Needs

- 1 Reading Specialist
- 2 English Language Learner support
- 3 Specific curriculum for Math and Reading academies
- 4 Continued resources and support for accelerated instruction.

Summary

We are fortunate to provide Math and Reading academies for our struggling learners. We would like to add specialist on our campus for daily support with curriculum. We also need continued support for our ELL students.

Data

Campus-Based Assessments
Curriculum-Based Assessments
District-Based Assessments
Formative Assessments
STAAR / EOC Results
Student Achievement Data

Family and Community Engagement

Strengths

- 1 Monthly newsletter
- 2 Meet the teacher night
- 3 Academic Awards Ceremony
- 4 MVISD facebook/twitter page

Needs

- 1 Parental opportunity to become more familiar with skyward
- 2 Educate and allow teachers to create teacher websites
- 3 Bilingual Parent Communication

Summary

This year we have done a good job communicating with parents and the community through social media. With report cards and student grades on skyward, we need to continue pushing the use of Skyward.

Data

Climate Survey

School Context and Organization

Strengths

- 1 Every core department has a lead teacher
- 2 Weekly curriculum meetings
- 3 In addition to district mentor program, department leads provide guidance.

Needs

- 1 AWARE-up to date information on LEP and 504 students
- 2 Additional funding for inclusion teachers/staff
- 3 Training for staff on success ed

Summary

Every core area has a department head. This person is a great resource for our teachers. They hold PLC meetings and ensure that curriculum is aligned. Outside of core classes, our teachers need additional training on special program areas such as success ed.

Data

Climate Survey

Technology

Strengths

- 1 Wifi drops
- 2 Infocus machines in all classrooms
- 3 Use of Google classroom

Needs

- 1 Smartboards for all core classrooms
- 2 Increase student's access to technology
- 3 Staff development focused on technology for the classrooms

Summary

Medina Valley ISD has began moving in the right direction and adding technology. We are using Google classroom more then ever and will continue that push. We do need more technology, such as chrome books, in the classrooms.

Data

Student Achievement Data
Climate Survey

Prioritized Needs

A: Demographics

- A1 Curriculum for ESL
- A2 Mentoring program for at risk students
- A3 Curriculum for Reading academies

B: Student Achievement

- B1 7th grade Writing scores continue to improve as students gain more strength in their writing skills.
- B2 7th grade Reading (all groups) continue to work on gains in scores.

C: School Culture and Climate

- C1 Teacher involvement in clubs
- C2 Campus-level support of clubs
- C5 More opportunities for students to attend field trips.

D: Staff Quality, Recruitment and Retention

- D2 Teacher attendance incentives
- D3 Substitute recruitment training
- D4 Teachers would like team building activities to get to know other members of the staff and discuss cross curricular activities.

E: Curriculum, Instruction and Assessment

- E1 Reading Specialist
- E2 English Language Learner support
- E3 Specific curriculum for Math and Reading academies
- E4 Continued resources and support for accelerated instruction.

F: Family and Community Engagement

- F1 Parental opportunity to become more familiar with skyward
- F2 Educate and allow teachers to create teacher websites

G: School Context and Organization

- G2 Additional funding for inclusion teachers/staff

H: Technology

- H2 Increase student's access to technology
- H3 Staff development focused on technology for the classrooms

Goals

Goal #1: Focus on continual growth amongst all grade levels in core academics.

MVISD Strategic Plan Goal(s) Addressed by Goal 1

Growth: Takes a proactive role in planning for our rapidly growing population.

Communication/Involvement: Fosters an environment of parental and community involvement through open communication.

Facilities/Infrastructure: Provides and maintains appropriate facilities for district programs.

Legislative: Exceeds federal/state/local legislative requirements to develop and educational journey for each student's interests and success.

Staffing: Recruits and retains quality staff while offering professional development and leadership opportunities.

Goal #2: We will incorporate appropriate training and encouragement for teachers to complement and support student learning and provide the skill set to retain highly effective teachers.

MVISD Strategic Plan Goal(s) Addressed by Goal 2

Growth: Takes a proactive role in planning for our rapidly growing population.

Funding: Ensures proper allocation of funds to support all areas of the district.

Class/Course Offerings: Provides a variety of academic and extracurricular activities that promote well-rounded, career-minded students.

Technology: Provides relevant and reliable technology for staff, students, and guests

Facilities/Infrastructure: Provides and maintains appropriate facilities for district programs.

Legislative: Exceeds federal/state/local legislative requirements to develop and educational journey for each student's interests and success.

Staffing: Recruits and retains quality staff while offering professional development and leadership opportunities.

Goal #3: We will nurture the students as a whole to make sure that they have the social and emotional skills to be college and career ready.

MVISD Strategic Plan Goal(s) Addressed by Goal 3

Growth: Takes a proactive role in planning for our rapidly growing population.

Funding: Ensures proper allocation of funds to support all areas of the district.

Class/Course Offerings: Provides a variety of academic and extracurricular activities that promote well-rounded, career-minded students.

Communication/Involvement: Fosters an environment of parental and community involvement through open communication.

Technology: Provides relevant and reliable technology for staff, students, and guests

Facilities/Infrastructure: Provides and maintains appropriate facilities for district programs.

Legislative: Exceeds federal/state/local legislative requirements to develop and educational journey for each student's interests and success.

Staffing: Recruits and retains quality staff while offering professional development and leadership opportunities.

Actions

Goal #1: Focus on continual growth amongst all grade levels in core academics.

Objective #1: Provide training for parents on the use of Skyward and TEA Parent Portal to meet at least 10% of parent access for the purpose of understanding academic performance.

1	<p>Action: During parent night computer labs will be staffed and accessible to parents for training. Needs: F1; F2;</p>	<p>Person(s) Responsible: Counselors</p>	<p>Funding/FTEs:</p>
	<p>Evidence of Implementation: Sign in sheet from parents night</p>	<p>Ongoing Evaluation Method: This is a once a year event. Make sure it is put on the calendar. Also evaluated at the progress monitor period.</p>	<p>Final Evaluation Method: Look at how many parents accessed skyward and look for a 5% increase in usage each year.</p>
	<p>Timeline: 8/15/2019 - 8/15/2020 (As Needed)</p>		<p>Resources: Computer labs and ensuring connectivity is functional;</p>

Goal #1: Focus on continual growth amongst all grade levels in core academics.

Objective #2: All STAAR tested areas will be above the state average by 2 percent as measured by the end of the year results.

1	<p>Action: Assign all student who didn't meet STAAR approaching grade level standard to an academy course. Needs: E4;</p>	<p>Person(s) Responsible: Administration and Counselors</p>	<p>Funding/FTEs: State Comp Ed Funds \$177,619.00; 2.2 FTEs</p>
	<p>Evidence of Implementation: We have systems in place Committee was set up Data Disaggregated Students placed in class</p>	<p>Ongoing Evaluation Method: Leadership teams meets weekly to evaluate progress and common assessments</p>	<p>Final Evaluation Method: We will look at STAAR results</p>
	<p>Timeline: 7/1/2019 - 7/1/2020 (On-going)</p>		<p>Resources: STAAR results Master Schedule GPC;</p>
2	<p>Action: Identify and provide academic support, such as tutoring, for struggling students. Needs: A1; A2; A3; B1; B2; B3; C3; E1; E3; E4; G2; H2;</p>	<p>Person(s) Responsible: Administrators, Counselors, Teachers</p>	<p>Funding/FTEs: Local Funds; State Comp Ed Funds; Bilingual/ELL; Title III, Part A Funds</p>
	<p>Evidence of Implementation: Sign in sheets, list of identified students</p>	<p>Ongoing Evaluation Method: Sign in sheets, list of identified students</p>	<p>Final Evaluation Method: Academic growth of identified students</p>
	<p>Timeline: 8/13/2019 - 6/9/2020 (As Needed)</p>		
3	<p>Action: Provide supplies, materials, and other instructional needs for academic success to our identified vulnerable student populations, i.e. McKinney Vento. Needs: A2;</p>	<p>Person(s) Responsible: District McKinney Vento liaison, campus social worker and counselor</p>	<p>Funding/FTEs: Title I, Part A Funds \$1,500.00</p>
	<p>Evidence of Implementation: Interview forms and receipts</p>	<p>Ongoing Evaluation Method: Follow up meetings documented.</p>	<p>Final Evaluation Method: Spreadsheet of data gathered will be available and evaluated.</p>
	<p>Timeline: 9/1/2019 - 6/1/2020 (As Needed)</p>		<p>Resources: interview documentation of needs;</p>

4	<p>Action: To support our monolingual students by acquiring instructional technology for daily access to be used on/for language translation apps, speech to text software, and online curriculum. Updated: 11/13/18</p> <p>Needs: A1; E2; E4; H2;</p>	<p>Person(s) Responsible: ELL campus administrator designee and ELL academy instructor</p>	<p>Funding/FTEs: Title III, Part A Funds \$3,000.00</p>
	<p>Evidence of Implementation: Implementation plan communicated and teacher acknowledgement received.</p>	<p>Ongoing Evaluation Method: Diagnostic report of usage and as concurrent per grading period.</p>	<p>Final Evaluation Method: Diagnostics will be reviewed. AR STAR assessments will be reviewed. IPT results also reviewed.</p>
	<p>Timeline: 12/1/2019 - 5/30/2020 (Daily)</p>		<p>Resources: Implementation plan communicated and provided; access to software components;</p>

Goal #2: We will incorporate appropriate training and encouragement for teachers to complement and support student learning and provide the skill set to retain highly effective teachers.

Objective #1: Connect 100% of teachers new to Loma Alta and with limited years of experience by providing bi-weekly meetings with department head.

1	Action: Professional Learning Communities for staff. Needs: H3;	Person(s) Responsible: Department Heads	Funding/FTEs: Local Funds
	Evidence of Implementation: Meeting with new teachers to make sure that understand and have all materials they need.	Ongoing Evaluation Method: Faculty meetings	Final Evaluation Method: Teacher climate survey at the end of the year
	Timeline: 8/16/2019 - 6/8/2020 (Weekly)		Resources: Supplies for teachers out of department budget when needed;
2	Action: Provide professional development for all core area teachers to enhance student learning. Needs: A2; B1; B2; B3; E2; E3; F2; H3;	Person(s) Responsible: Administration and District level staff	Funding/FTEs: Title II, Part A Funds \$2,000.00
	Evidence of Implementation: Participation documents in Eduphoria	Ongoing Evaluation Method: Sign in sheets and certificates	Final Evaluation Method: Sign in sheets and certificates
	Timeline: 8/13/2019 - 6/9/2020 (As Needed)		
3	Action: Provide time and training for teachers new to the profession. Needs: F2; H3;	Person(s) Responsible: Campus Admin and CIA	Funding/FTEs: Title II, Part A Funds \$2,500.00
	Evidence of Implementation: New Teacher attend mentor training and meet with their mentor. Sign in sheet	Ongoing Evaluation Method: Sign in sheet	Final Evaluation Method: Debrief with mentors
	Timeline: 10/1/2019 - 5/1/2020 (Monthly)		Resources: Agenda, timeline, description of expectation;
4	Action: Recruit and support mentors for teachers new to the teaching profession. Needs: D2; D3;	Person(s) Responsible: Campus Admin and CIA	Funding/FTEs: Title II, Part A Funds \$2,500.00
	Evidence of Implementation: Mentor sign in sheets	Ongoing Evaluation Method: Sign in sheet/participation in training	Final Evaluation Method: Debrief with assigned mentor
	Timeline: 10/1/2019 - 5/1/2020 (Monthly)		Resources: Agenda, sign in sheet, online tracking system,;

Goal #2: We will incorporate appropriate training and encouragement for teachers to complement and support student learning and provide the skill set to retain highly effective teachers.

Objective #2: Meet quarterly with all faculty and staff to provide training and opportunity and input to impact best instructional practices to reduced class interruption to no more than 2 a week.

1	Action: Disseminate calendar to faculty. Needs: C1; C2; F2;	Person(s) Responsible: Administrator	Funding/FTEs:
	Evidence of Implementation: Agenda and sign in sheet	Ongoing Evaluation Method: Sign in sheets	Final Evaluation Method: Sign in sheets and fidelity of understanding all procedures at Loma Alta
	Timeline: 8/17/2019 - 6/8/2020 (Every 9 weeks)		Resources: Loma Alta Employee Handbook Loma Alta PD shared drive;
2	Action: The Loma Alta Leadership team will provide social activities, such as pot lucks, to encourage fellowship amongst the staff. Needs: D4;	Person(s) Responsible: Mrs. Center, Mrs. Williams, Mrs. Ramirez, Mrs. Fankel, Mrs. Morales	Funding/FTEs:
	Evidence of Implementation: Teachers participate in social events during the school day/lunch time/after school	Ongoing Evaluation Method: Participation	Final Evaluation Method: Culture survey
	Timeline: 7/1/2019 - 6/1/2020 (Monthly)		

Goal #3: We will nurture the students as a whole to make sure that they have the social and emotional skills to be college and career ready.

Objective #1: We will follow state mandates to provide appropriate training for violence, dating violence, mental health, and well-being for 100% students and staff by the end of the 2018-2019 school year.

1	Action: To provide violence and dating violence prevention. We will develop a powerpoint presentation to be presenting at the end of lunches to capture the audience of the entire student body. Needs: A2; C1;	Person(s) Responsible: Counselors/Social Worker	Funding/FTEs:
	Evidence of Implementation: Powerpoint presentation following state guidelines.	Ongoing Evaluation Method: Annual Student training	Final Evaluation Method: Conversational feedback Counselor summary feedback
	Timeline: 9/1/2019 - 12/15/2019 (Annually)		
2	Action: In an effort to have coordinated health at the district and campus level, designated staff members will be our ambassadors for Loma Alta to collaborate. Needs: A3; B1; B2; E2; E3; E4;	Person(s) Responsible: D. Jeffers, R. Richaud	Funding/FTEs:
	Evidence of Implementation: Sign in sheets and agenda	Ongoing Evaluation Method: Sign in sheets and agenda	Final Evaluation Method: Participation in monthly meetings by providing feedback to and from meetings
	Timeline: 9/1/2019 - 5/30/2020 (Monthly)		
3	Action: Provide 8th grade students with presentation on resilience and grit Needs: A2;	Person(s) Responsible: Counselors and Social workers	Funding/FTEs: Title IV, Part A Funds \$2,000.00
	Evidence of Implementation: PO, brochure and flyer of presenter	Ongoing Evaluation Method: survey students	Final Evaluation Method: review student and staff feedback
	Timeline: 11/1/2019 - 5/1/2020 (Annually)		
4	Action: Provide social-emotional support to identified students. Needs: A2;	Person(s) Responsible: social worker	Funding/FTEs: State Comp Ed Funds .5 FTEs
	Evidence of Implementation: signin sheets, journals	Ongoing Evaluation Method: weekly logs available	Final Evaluation Method: surveys
	Timeline: 9/1/2019 - 6/1/2020 (Daily)		Resources: referrals;

Goal #3: We will nurture the students as a whole to make sure that they have the social and emotional skills to be college and career ready.

Objective #2: We will address college and career readiness with all 8th graders by the end of the school year.

1	<p>Action: Providing the instructional materials to support the college and career readiness courses. Needs: A2; E4; H2;</p>	<p>Person(s) Responsible: A. Moreno and Counselors</p>	<p>Funding/FTEs: Carl-Perkins Title I Part C \$3,500.00</p>
	<p>Evidence of Implementation: Lesson Plans, powerpoints, speakers, sign in sheet</p>	<p>Ongoing Evaluation Method: Weekly grades and assessments 4-year plan Career portfolio</p>	<p>Final Evaluation Method: Student course completion and survey</p>
	<p>Timeline: 8/27/2019 - 12/21/2020 (Weekly)</p>		<p>Resources: Online student interest inventory survey provided by Counselor and teacher. This course is a semester course for each 8th grader. It will repeat again in the spring.;</p>
2	<p>Action: Providing the financial support in order for students to participate in activities outside of the traditional school day for college and career readiness. Needs: C5;</p>	<p>Person(s) Responsible: A. Moreno and D. Keller</p>	<p>Funding/FTEs:</p>
	<p>Evidence of Implementation: Off Campus Trips such as Google trip.</p>	<p>Ongoing Evaluation Method: Evaluate with career course.</p>	<p>Final Evaluation Method: Evidence of field trip</p>
	<p>Timeline: 1/23/2019 - 7/1/2020 (As Needed)</p>		<p>Resources: Carl-Perkins Title I Part C;</p>

Funding

Bilingual/ELL

Local Funds

Carl-Perkins Title I Part C	\$3,500.00	
State Comp Ed Funds	\$177,619.00	2.70 FTEs
Title I, Part A Funds	\$1,500.00	
Title II, Part A Funds	\$7,000.00	
Title III, Part A Funds	\$3,000.00	
Title IV, Part A Funds	\$2,000.00	

TEXAS EDUCATION AGENCY STRATEGIC PRIORITIES

- #1: Recruit, support, and retain teachers and principals
- #2: Build a foundation of reading and math
- #3: Connect high school to career and college
- #4: Improve low-performing schools

THE STATE OF TEXAS PUBLIC EDUCATION MISSION

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 ACADEMIC GOALS

- #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.
- #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

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

MVISD