Norms

● We will maintain a positive tone at our meetings.
● We will not complain about a problem unless we can offer a solution.
● We will begin and end our meetings on time and stay fully engaged.
● We will contribute equally to the workload of this team.
● We will listen respectfully and consider matters from another’s perspective.

Attendance

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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<tbody>
<tr>
<td>Chung Ying</td>
<td>Principal</td>
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<tr>
<td>Marichu Tima-an</td>
<td>Asst. Principal</td>
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<tr>
<td>Bin Wang</td>
<td>General Ed Teacher</td>
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<td>George Pineda</td>
<td>General Ed Teacher</td>
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<td>Vanshay Stubblefield</td>
<td>Nurse</td>
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<td>Mathew Yang</td>
<td>Parent</td>
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4:30 PM - Mr. Ying welcomes committee members

4:35 PM - Mr. Ying discussed meeting agenda and objectives which is to review and approve MIMS School Improvement Plan (SIP).

4:38 PM - Discussion of the following items:

1. SIP Items
   ● Mr. Yang brought up the incorrect campus name (Mandarin Chinese Elementary School instead of Mandarin Immersion Magnet School) on the SIP documents. Mr. Ying will look into how to make corrections on schools’ name.
   ● District and Campus goals - The committee read through the goals and discussed the importance of setting high expectations and goals that are achievable for our students.
The committee discussed the gaps caused by virtual teaching and learning from previous year due to the pandemic that may play a factor in students achievement for this school year and students performance in the STAAR 2022.  

We decided that due to the learning loss due to COVID, a more reasonable and achievable objective will be set to regain the pre-pandemic levels for academic performances. Hence all board goals, including academic, attendance, and discipline, will be reworded to say parity with SY 2018-2019 instead of x% increase from SY 2020-2021.  

The committee decided to revise campus goals.  

Revision are as follows:

**Board Goal 1 - Campus Goal 1: (Reading)**

By the end of the 2021-2022 school year, maintain the pre-pandemic (2019) Meets Grade Level performance in Reading for grades 3 - 8: (a) 3rd grade - 87%; (b) 4th grade - 85%; (c) 5th grade - 79%; (d) 6th grade - 71%; (e) 7th grade - 94%; and (f) 8th grade - 100%.

By the end of the 2021-2022 school year, maintain the pre-pandemic (2019) Masters Grade Level performance in Reading for grades 3 - 8: (a) 3rd grade - 68%; (b) 4th grade - 54%; (c) 5th grade - 66%; (d) 6th grade - 49%; (e) 7th grade - 82%; and (f) 8th grade - 67%.

**Board Goal 1 - Campus Goal 1: (Math)**

By the end of the 2021-2022 school year, maintain the pre-pandemic (2019) Meets Grade Level performance in Math for grades 3 - 8: (a) 3rd grade - 84%; (b) 4th grade - 72%; (c) 5th grade - 92%; (d) 6th grade - 96%; and (e) 7th grade - 96%. 8th grade Algebra 1 - 100%.

By the end of the 2021-2022 school year, maintain the pre-pandemic (2019) Masters Grade Level performance in Math for grades 3 - 8: (a) 3rd grade - 63%; (b) 4th grade - 61%; (c) 5th grade - 76%; (d) 6th grade - 69%; and (e) 7th grade - 64%. 8th grade Algebra 1 - 71%.

Questions about not having a campus Science goal was brought up. It was explained that goals set were aligned to the district goals in Reading and Math. Mr. Ying explained that students' performance in the Science STAAR test has shown improvement and has exceeded expectations, thanks to Mr. Mouton for making that happen.
Science goals will be added in the campus goals and will also reflect a more reasonable and achievable objective to regain the pre-pandemic levels for academic performances.

**ADDED to - Board Goal 5 - Additional Campus Goal #6: (Science)**

By the end of the 2021-2022 school year, maintain the pre-pandemic (2019) Meets Grade Level performance in Science for Grade 5 - 66% and Grade 8 (Biology) - 100%.

By the end of the 2021-2022 school year, maintain the pre-pandemic (2019) Masters Grade Level performance in Science for Grade 5 - 45% and Grade 8 (Biology) - 60%.

**Board Goal 3: School Progress - Campus College, Career, and Military Readiness (CCMR) Goal**

- Based on parents' feedback, we discussed the need to offer math (Geometry and Algebra) earlier in middle school to help high school placement. Mr. Wang requested data to measure. Mr. Yang sent out parent feedback, which indicated PSAT8/9 or ISEE were used. Ms. Mari will help pull data.
- Discussion about how many students are enrolled in AP courses and how schedules and teacher assignments were created. The committee decided to revise CCMR goal to:

**CCMR Goal 1:** By the school year 2022-2023, Fundamental Computer Science course will be extended and offered to more students or at least 50 students in 8th grade.

- Mr. Wang requests for PSAT and AP data to better support 8th. Grade students and improve student performance. Ms. Tima-an will help generate those data for Mr. Wang.

**Board Goal 5: Additional Campus Goals**

- Discipline Goals - Discussion about previous years discipline data was brought up. Per A4E data, in the school year 2019-2020 discipline recorded for campus were as follows: ISS - 22; OSS - 10; and other 122. It was discussed and agreed by the committee that the data were not accurate data and decided that the campus will go by the pre-covid discipline data. Mr. Ying will generate those data.

To achieve measurable objectives, CHAMPS will be implemented as a campus wide behavior management system.
Teachers will be given updates/training on Response to Intervention (RTI) (behavior and academics) during the upcoming PLC’s.

- **Attendance Goal** - The Committee voiced out that students' attendance will be very much affected this school year due to the pandemic. SIP attendance goals will be edited to reflect a more achievable goal for this school year. Nurse Stubblefield expressed that the ongoing pandemic will affect students’ attendance and can also possibly affect academic learning. Committee decided to revise the campus goal to maintain pre-covid ADA percentage of 97.4%.

  **Revision for attendance goal:**

  Due to covid restrictions and transition from hybrid (virtual and face-to-face instruction) to full face-to-face learning, campus goal is to maintain our pre-covid ADA of 97.4% for school year 2021-2022. Last year's Average Daily Attendance was 98.36% which is a high percentage to improve on.

- The committee also decided that attendance incentives and rewards for this school year may not be an effective tool to improve attendance. The committee decided to discount Covid-related absences and maintain regular communication with parents regarding student absences and how the district offers support to students who need to learn from home through Temporary Online Learning and Virtual Academy.

2. **Teacher Visa Application Process**

   - We agreed to recommend the admin to start permanent residency (Green Card) applications for teachers on H1-B visa after a reasonable review period (2-3 years) into the visa's 6-year validity instead of waiting until the 5th or 6th year, which is the current prevailing practice in HISD. This will be a joint decision by the admin and the teachers as the teachers will bear most of the costs. Mr. Yang requested this to be documented as part of the staff development plan of the SIP.

   - Principal Ying will talk to SSO for support with funding to help pay for visa application expenses.

3. **Parents questions about Enrolment and budget** - Mr. Ying addressed staffing, visa application and teacher retention of teachers that are highly qualified but have visa issues. He explained that a permanent residency application takes a long time to process. He further explained that upon job offer at MIMS, the teacher must have enough H1B visa
until the process is complete. Mr. Ying further explained that the visa application delays are beyond the campus/teachers control. We suggest that the SDMC approve that we start looking into teachers’ applications ahead of time, year 2 or 3 based on teachers performance and so that we don’t run into residency issues. The committee decided that we need help, support, and guidance from the district to ensure we retain highly qualified Mandarin teachers in our campus.

Meeting ended at 4:45 PM