

Ector County Independent School District

Bowie Middle School

2024-2025



Board Goals

Board Goal 1: Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 1: Students Meeting or Exceeding individual growth projections on Math MAP will increase from 2024 44% Math to District Goal of 60% MAP by May 2025.





High Priority

Indicators of Success:

Growth (MAP) - % of student end of year RIT score met or exceeded individual growth projections based upon MAP - 2024 Goal: 58%

Evaluation Data Sources: MAP 2024 fall and MAP 2025 EOY

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will use 2024 Math EOY MAP data for data tracking, and update with Math BOY EOY (Beginning of Year, and End of Year). Teachers and students will chart this progress electronically and in display form so that teachers and students know their data and keep it in the forefront of instructional planning and delivery. Students will set goals and teachers and students will celebrate growth.</p> <p>Strategy's Expected Result/Impact: Students will show growth and track their own data for successes.</p> <p>Staff Responsible for Monitoring: Campus Admin, MCLs, content leads, and students tracking their own data.</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will engage parents in the process by communicating with parents about Beginning of the Year Math MAP data, to set goals and talk about student progress on Math MAP goals. Parents will have input on and be a partner with improving student achievement through frequent and quality feedback from the school with Math data reports and progress reports to parents through the School Status software and phone calls.</p> <p>Strategy's Expected Result/Impact: 60% of students will meet their EOY Math MAP targeted growth.</p> <p>Staff Responsible for Monitoring: Classroom teachers, Admin,</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
 No Progress  Accomplished  Continue/Modify  Discontinue				

Board Goal 1: Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 2: Students Meeting or Exceeding individual growth projections on Reading MAP will increase from 2024 35% to District Goal of 60% Reading MAP by May 2025.





High Priority

Indicators of Success:

Growth (MAP) - % of student end of year RIT score met or exceeded individual growth projections based upon MAP - 2024 Goal: 58%

Evaluation Data Sources: MAP 2025 EOY

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will use 2024 Reading EOY MAP data for data tracking, and update with BOY EOY (Beginning of Year, and End of Year). Teachers and students will chart this progress electronically and in display form so that teachers and students know their data and keep it in the forefront of instructional planning and delivery. Students will set goals and teachers and students will celebrate growth.</p> <p>Strategy's Expected Result/Impact: Students will show growth and track their own data for move up.</p> <p>Staff Responsible for Monitoring: Campus Admin, MCLs, content leads, and students tracking their own data.</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Results Driven Accountability</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will engage parents in the process by communicating with parents at Beginning of the Year Reading MAP data, to set goals and talk about student progress on Reading MAP goals. Parents will have input on and be a partner with improving student achievement through frequent and quality feedback from the school with Reading data reports and progress reports to parents through the School Status software and phone calls.</p> <p>Strategy's Expected Result/Impact: 60% of students will meet their EOY Reading MAP targeted growth.</p> <p>Staff Responsible for Monitoring: Classroom teachers, Admin,</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Results Driven Accountability</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Board Goal 1: Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 3: Students in grade 6 through 8 (reading) will close learning gaps by showing a 22% increase in STAAR Meets in reading. We will reach 60% Meets in Reading STAAR 2025. (2024 STAAR Meets 38% Reading).





High Priority

Indicators of Success:

6th grade reading or math on grade level - % of 6th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2024 Goals: Reading - 37%, Math - 47%, 8th grade reading or math on grade level - % of 8th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2024 Goal: Reading - 55%, Math - 55%

Evaluation Data Sources: 2025 State STAAR Accountability will show that Bowie increased 22% in each of Reading and to move to A or B status with accountability for 2025.

Strategy 1 Details	Reviews			
<p>Strategy 1: Bowie has 2 Reading LEAP grant teachers, and 1 Reading MCL to broaden our reach among and across reading grade levels to ensure job-embedded PD, Data Process Protocols, observation/feedback cycles and modeling of rigorous Tier 1 teaching.</p> <p>Strategy's Expected Result/Impact: Students will show increased scores on Reading SCA, MAP and 2024 STAAR accountability</p> <p>Staff Responsible for Monitoring: IC, MCL and admin team</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Funding Sources: Teacher Lead Stipend for leading and coaching team (2 not eligible for other stipends) - Title One School-wide - \$8,000, 1 Reading MCL - Title One School-wide - \$17,000, Parent Engagement Funds for Content night - Title One School-wide - \$3,300, Instructional Coach (not used by MCL funds 2024 2025) - Title One School-wide - \$80,000</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Year one implementation of ECISD Blended Learning 6th - 8th Reading with individualized learning paths for students focused on rigor and data tracking which will occur in the single block, as well as the extended blocks for filling gaps. Bowie Blended Learning Team will work with district and follows the progress of Reading from Planning, PLCs, classroom observations through to Data meetings and Data Response meetings. This partnership will allow growth in student content knowledge, and will allow the team to work closely on targeted and individualized student learning paths. The Blended Learning and leadership team will conduct walkthroughs to measure depth and quality of implementation of Blended Learning in the RLA classrooms, and they will provide professional development, meaningful and quality feedback and coaching cycles to the teachers and leadership team in a timely manner.</p> <p>Strategy's Expected Result/Impact: 2025 STAAR results will show 60% Meets in Reading.</p> <p>Staff Responsible for Monitoring: Principal, Blended Learning Team, Campus Leadership Team, District Blended Learning Team.</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Results Driven Accountability</p> <p>Funding Sources: Professional Development including Reading for teachers, Admin, MCL, Leads (Coaching and Feedback - JobEmbedded) - Title One School-wide - \$40,000</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Board Goal 1: Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 4: Students in grade 6 through 8 Math will close learning gaps by showing a 30% increase in STAAR Meets in math. We will reach 60% Meets in Math. STAAR 2025.





High Priority

Indicators of Success:

6th grade reading or math on grade level - % of 6th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2024 Goals: Reading - 37%, Math - 47%, 8th grade reading or math on grade level - % of 8th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2024 Goal: Reading - 55%, Math - 55%

Evaluation Data Sources: 2025 State STAAR Accountability will show that Bowie increased 30% in Math to move to A or B status with accountability for 2025

Strategy 1 Details	Reviews			
<p>Strategy 1: Bowie has two high quality Math MCLs (Multi Classroom Leads) who have earned Teacher Incentive Allotment status. These Multi Classroom Leads are on our LEAP team and work closely with teachers within and outside of their grade level daily in their PLC (Professional Learning Communities). They provide quality coaching/feedback cycles and model quality Tier 1 instruction, and provide job-embedded professional development. They follow YAG (Year at A Glance), pacing, backward planning, and lead data informed instruction discussions.</p> <p>Strategy's Expected Result/Impact: Students will show increased scores on Math SCA, MAP and 2025 STAAR accountability</p> <p>Staff Responsible for Monitoring: IC, MCL and admin team</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>- Results Driven Accountability</p> <p>Funding Sources: 2 Math MCLs (one 6th and one 7th) - Title One School-wide - \$34,000, Contracted Services - Coaching PLC and teachers - Title One School-wide - \$30,000, Software Services for Intervention and Filling Gaps 6-8 Math - Title Two Professional Development - \$19,000, High Impact Tutoring (FEV) - Title One School-wide - \$125,000</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Principal assigned to Math content again this year and follows the progress of Math from Planning, PLCs, and through Data meetings and Data Response meetings. The principal will attend and support high quality planning and lesson planning design, and will attend each PLC at least twice weekly. This alignment will allow the principal to assign leads and/or assistant principal to become more engaged and familiar with the content and work more closely with campus content teachers and district content coordinators to improve content rigor and depth in the instructional classroom. The principal and assistant principals will conduct walkthroughs on the same content teachers and provide meaningful and quality feedback to the teachers in a timely manner.</p> <p>Strategy's Expected Result/Impact: 2025 STAAR results will show 60% Meets in Math.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Board Goal 1: Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 5: By May of 2025, the % of students performing at the MEETS level on Algebra 1 EOC will increase from 34% to 50%.

High Priority





HB3 Board Goal

Indicators of Success:

English I and Algebra I college ready - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 2024 Goal: Eng I - 50%, Alg I - 61%

Evaluation Data Sources: STAAR 2025 will show in crease from 34% of meets to 50% on Algebra 1 EOC.

Strategy 1 Details	Reviews			
<p>Strategy 1: 8th Grade Algebra 1 Teacher teachers will meet in daily PLCs with MCL, LEAP Team Coach to plan rigorous, and targeted lesson plans using backward planning and using district resources.</p> <p>Strategy's Expected Result/Impact: STAAR 2025 will show in crease from 34% of meets to 50% on Algebra 1 EOC.</p> <p>Staff Responsible for Monitoring: Alg 1 Teacher, MCL LEAP Team Coach, Principal</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Principal and MCL LEAP Team member assigned to Algebra content and follows the progress of Algebra 1 instruction from Planning, PLCs, and through Data meetings and Data Response meetings. Students not meeting progress in Algebra by the 6th week will have parent meeting, discussion, and be placed on probationary status for possible removal before week 12 if no improvement is made to passing as measured by classwork, homework, SCAs and data checks.</p> <p>Strategy's Expected Result/Impact: The classroom Algebra 1 teacher will understand expectations, and feel supported and grow students to 100% passing of the STAAR 2025 STAAR test., and have 50% meets.</p> <p>Staff Responsible for Monitoring: Alg 1 Teacher, MCL LEAP Team Coach, Principal</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Board Goal 1: Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 6: By May of 2025, the % of students performing at the MEETS level on 8th Science STAAR will increase from 19% to 40%

High Priority

Evaluation Data Sources: STAAR 2025 will show that Bowie increased MEETS level on 8th Science STAAR will increase from 19% to 40%.

Strategy 1 Details	Reviews			
<p>Strategy 1: 8th Grade Science teachers will meet in daily PLCs with MCL, and with assigned Assistant Principal to plan rigorous, and targeted lesson plans using backward planning and using district resources.</p> <p>Strategy's Expected Result/Impact: STAAR 2025 will show that Bowie increased MEETS level on 8th Science STAAR will increase from 19% to 40%.</p> <p>Staff Responsible for Monitoring: Assistant Principal, MCL, principal,</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: 8th Grade Science teachers will engage in Coaching Feedback Cycles (observation and coaching) in order to increase Tier 1 High Yield Instructional Strategies</p> <p>Strategy's Expected Result/Impact: STAAR 2025 will show that Bowie increased MEETS level on 8th Science STAAR will increase from 19% to 40%.</p> <p>Staff Responsible for Monitoring: Assistant Principal, MCL, principal,</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: Contract Services Observation, Coaching Feedback cycles for Science - Title One School-wide - \$40,000</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Board Goal 1: Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

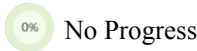
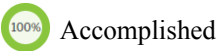
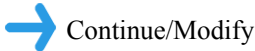

Performance Objective 7: By May of 2025, the % of students performing at the MEETS level on 8th Social Studies STAAR will increase from 9% to 25%.

High Priority

Evaluation Data Sources: STAAR 2025 will show that Bowie increased MEETS level on 8th Social Studies STAAR will increase from 9% to 25%.

Strategy 1 Details	Reviews			
<p>Strategy 1: 8th Grade Social Studies teachers will meet in daily PLCs with Department Chair, and with assigned Assistant Principal to plan rigorous, and targeted lesson plans using backward planning and using district resources.</p> <p>Strategy's Expected Result/Impact: STAAR 2025 will show that Bowie increased MEETS level on 8th Social Studies STAAR will increase from 9% to 25%.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Department Chair, Principal</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: 8th Grade Social Studies teachers will engage in Coaching Feedback Cycles (observation and coaching) in order to increase Tier 1 High Yield Instructional Strategies</p> <p>Strategy's Expected Result/Impact: STAAR 2025 will show that Bowie increased MEETS level on 8th Social Studies STAAR will increase from 9% to 25%.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Department Chair, Principal</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: Contract Services Observation, Coaching Feedback cycles for Social Studies - Title One School-wide - \$40,000</p>	Formative			Summative
	Oct	Jan	Mar	May

Board Goal 2: Goal 2: The percentage of 3rd grade students reading at or above grade level will increase from 35% to 45% by May 2024.

Board Goal 3: Goal 3: The percentage of high school graduates considered College, Career, or Military Ready will increase from 56% to 65% by May 2024.





Performance Objective 1: Bowie Middle School will increase college and career readiness by creating equitable opportunities for students to develop instructional routines that support secondary academic success which leads to post-secondary and career readiness which will increase the number of students accepted into choice school by 5% by May 2025.

Indicators of Success:

Postsecondary enrollment - % of graduates who complete a technical, two-year, four-year certificate or degree program or four years of service in the military within six years of their high school graduation date - 65%

Evaluation Data Sources: The number of students who are accepted into choice high schools will increase from 20% to 25%. (20% of our 8th graders were accepted into a choice high school in May 2024.)

Strategy 1 Details	Reviews			
<p>Strategy 1: Bowie new AVID Site lead will attend bimonthly professional development on AVID organization with cross grade level consistency.</p> <p>Strategy's Expected Result/Impact: The number of students who are accepted into choice high schools will increase from 20% to 25%. (20% of our 8th graders were accepted into a choice high school in May 2024.)</p> <p>Staff Responsible for Monitoring: Bowie AVID site team, admin</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will make sure that the majority of Exit slips and daily summative assessments incorporate student purposeful talk, student discussion and open-ended responses.</p> <p>Strategy's Expected Result/Impact: Bowie will show an increase of students, Emerging Bilinguals, who exit ESL increase by 10% from May 2024 to May 2025</p> <p>Staff Responsible for Monitoring: MCLs, Admin team, content leads</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Board Goal 3: Goal 3: The percentage of high school graduates considered College, Career, or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 2: Bowie Middle School will increase School Connectedness - Panorama results from 35% to 50% for the 2024-2025 school year.


Indicators of Success:


School Connectedness - The belief held by students that adults and peers in the school care about their learning as well as about them as individuals - 2024 Goal: 63%

Evaluation Data Sources: Spring 2025 survey data will show School Connectedness move from a 35% to a 50%.

Strategy 1 Details	Reviews			
<p>Strategy 1: Assistant Principal's roles and responsibilities realigned so that each is assigned one grade level. One assigned as the 6th Grade principal, one assigned as the 7th grade principal, and one assigned as the 8th grade principal. These principals will work with their grade level to build positive relationships to improve students campus experiences.</p> <p>Strategy's Expected Result/Impact: Student connectedness results in fall of 2024 and spring of 2025 will showed marked increase as the grade level principal works closely with students and families to build positive relationships. We expect to move from a 35% to a 50% School Connectedness.</p> <p>Staff Responsible for Monitoring: Admin, assistant principals</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Bowie teachers will use the Pre-Referral checklist which tiers behavior, which includes specific classroom strategies for the teacher to employ to strengthen positive classroom management, in redirecting students to engage in the classroom learning environment.</p> <p>Strategy's Expected Result/Impact: Classroom referrals will decrease 5% from May 2024 to May 2025.</p> <p>Staff Responsible for Monitoring: classroom teachers, administration</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Board Goal 3: Goal 3: The percentage of high school graduates considered College, Career, or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 3: Bowie Middle School will increase student Sense of Belonging - Panorama results from 30% to 45% for the 2025 school year.


Indicators of Success:


School Connectedness - The belief held by students that adults and peers in the school care about their learning as well as about them as individuals - 2024 Goal: 63%

Evaluation Data Sources: Panorama Spring 2025 survey data will show Sense of Belonging will increase to 45% for the school year.

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus will realign the two counselors to be Grade Level Counselors so that they each work with a grade level community instead of random assistance.</p> <p>Strategy's Expected Result/Impact: Students will feel an increased sense of belonging that an adult cares about them per the Panorama survey, and will increase Sense of Belonging to 50% of the Spring Panorama survey.</p> <p>Staff Responsible for Monitoring: grade level counselors, admin, teachers</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Results Driven Accountability</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: 100% of Teachers will each write and post their individual teaching Vision Statements outside their classroom door and embed the vision in their classroom culture. (This is based on school PD with Hearne and Hearne, using their "why" statement and commitment in building their legacy each and every day via their personal Vision statement.</p> <p>Strategy's Expected Result/Impact: Teachers will work more closely with students in a positive manner as evidenced with an increase in Panorama student belonging results Spring 2025 to 50% for the 2025 school year.</p> <p>Staff Responsible for Monitoring: classroom teachers, admin, counselors</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: School Wide Positive Postings Throughout the Building - Local - \$1,500</p>	Formative			Summative
	Oct	Jan	Mar	May

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Board Goal 3: Goal 3: The percentage of high school graduates considered College, Career, or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 4: Campus will work diligently to increase campus attendance rate from 91% to 95% by May 2025.





High Priority

Indicators of Success:

Attendance - % of student daily attendance - 2024 Goal: 95%

Evaluation Data Sources: Weekly attendance from Attendance Dash board and daily School Status attendance rate.





Strategy 1 Details	Reviews			
<p>Strategy 1: Campus will continue to broaden our Attendance committee made up of Counselors, Grade Level APs, teachers, and work weekly on attendance, look at data, and make a plan to increase campus attendance.</p> <p>Strategy's Expected Result/Impact: Campus will work diligently to increase campus attendance rate from 91% to 95% by May 2025.</p> <p>Staff Responsible for Monitoring: Grade Level Principals, Teachers, clerks, Attendance committee, Principal, SAS liaison</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: Incentive reward items for attendance - Local - \$2,500, Parent/Family communication training for 5 grade level and office clerks - Title One School-wide - \$1,750</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will receive back to school intense training in the TTESS rubric to make note and highlight the "opportunity" features listed in each of the dimensions, paying attention to "academic and social emotional success" listed in the rubric, and will choose an area from Domain II (instruction) to incorporate into their individual TTESS goals for growth.</p> <p>Strategy's Expected Result/Impact: Campus will work diligently to increase campus attendance rate from 91% to 95% by May 2025.</p> <p>Staff Responsible for Monitoring: Grade Level Principals, Teachers, clerks, Attendance committee, Principal, SAS liaison</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p> <p>- Results Driven Accountability</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Board Goal 3: Goal 3: The percentage of high school graduates considered College, Career, or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 5: Exclusionary disciplinary infractions, disproportionality of special education students who receive out of school or alternative education placement, will decrease at Bowie.

Evaluation Data Sources: District and campus Focus discipline reports.

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus will receive back to school PBIS Tiered discipline training across campus with preventive measures to decrease classroom disturbances, including training in MTSS (Multi Tiered System of Support) which is being rolled out in the district in 2024-2025.</p> <p>Strategy's Expected Result/Impact: Focus campus "incidence report" disciplinary infractions will decrease from 4.9% to 4.5% of all middle school campuses.</p> <p>Staff Responsible for Monitoring: Assistant Principals, classroom teachers, department chairs, counselors.</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>- Results Driven Accountability</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Campus will implement Bowie's Pre-Referral Checklist processes and procedures in order to lower classroom discipline issues while increasing student engagement, which will include MTSS (Multi Tiered System of Support) which is being rolled out in the district in 2024-2025.</p> <p>Strategy's Expected Result/Impact: Focus campus "incidence report" disciplinary infractions will decrease from 4.9% to 4.5% of all middle school campuses. Disproportional reports (sped and two or more races,)will show Bowie well below the state standard. for out of school and alternative education placement centers.</p> <p>Staff Responsible for Monitoring: Counselors, Assistant Principals, classroom teachers, department chairs.</p> <p>Results Driven Accountability</p>	Formative			Summative
	Oct	Jan	Mar	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				