

# **Ector County Independent School District**

## **Bowie Middle School**

### **2022-2023 Campus Improvement Plan**



# 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 MAP will increase from 2022 49% Math, 40% Reading to District Goal of 56% ( Math and Reading) MAP by May 2023.





**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 2022 fall and MAP 2023 EOY

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will use 2022 EOY MAP data for data wall tracking, and update with BOY MOY EOY (Beginning of Year, Middle of Year, and End of Year). Teachers 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><b>Strategy's Expected Result/Impact:</b> Students will show growth and track their own data for move up.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Admin and content leads, and students tracking their own data.</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Students will have 1 hour after school intervention (extended day) 4 times a week focusing on Math and Reading. This intervention is based on data from 2022 STAAR as well as each data point where the instructional team will look at and make adjustments each six weeks as outlined in our RISE year two implementation. Teachers will plan intervention one day after school weekly with their teams.</p> <p><b>Strategy's Expected Result/Impact:</b> MAP scores from BOY to EOY will show 70% of students met or exceeded their individual targeted growth.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom teachers, MCLs, Admin</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> RISE Grant from TEA (estimated remaining from Choice Dept) - State Grant - \$9,000, MCLs Math and Reading 5 (closed 1 instructional Coach) One IC open - Title One School- Improvement - \$88,000</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Teachers will engage parents in the process by setting meetings with parents at Middle of the Year MAP data, to set goals and talk about student progress on MAP goals. Parents will have input on and be a partner with improving student achievement through frequent and quality feedback from the school with data reports and progress reports to parents through the School Status software and phone calls.</p> <p><b>Strategy's Expected Result/Impact:</b> 80% of students will meet their MOY and EOY MAP targeted growth.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom teachers, Admin,</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> 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 2:** Students in grade 6 through 8 (reading and math) will close learning gaps by showing a 20% increase in Meets in both math and reading. We will reach 50% Meets in Reading and 41% Meets in Math. ( 2022 STAAR showed Bowie Meets 30% Reading and Meets 21% Math.)





**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%

**Evaluation Data Sources:** 2023 State STAAR Accountability will show that Bowie increased 20% in each of Reading and Math to move to A or B status with accountability for 2023.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Bowie has 5 MCLs (Multi Classroom Leads) as a part of the district's Opportunity Culture. These Multi Classroom Leads work closely with teachers daily in their PLC (Professional Learning Communities). They follow YAG (Year at A Glance), pacing, backward planning, and data informed instruction. This process is valued and ongoing. They conduct coaching and feedback cycles with their teachers. Bowie continues year two in the RISE initiative which includes data driven grouping for students in the extended hour.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will show increased scores on SCA, MAP and 2023 STAAR accountability</p> <p><b>Staff Responsible for Monitoring:</b> IC, MCL and admin team</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Stipends for teacher Saturday Planning and PD - Title One School-wide - \$45,000, Teacher Lead Stipend for leading and coaching team (not eligible for other stipends) - Title One School-wide - \$4,000</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers and teaching staff will meet weekly on Fridays to have job-embedded PD, aligned intervention plans, and progress monitoring of the after school intervention time. These Job-embedded PD sessions will then be monitored for implementation in the classroom through frequent walkthroughs and timely feedback to teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> 2023 STAAR results will show 30% Meets in Reading and 39% Masters in Math.</p> <p><b>Staff Responsible for Monitoring:</b> instructional team, MCLs, Admin</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Assistant Principals are assigned content PLCs (Professional Learning Communities) to attend and support high quality planning and lesson planning design, and will attend each PLC at least twice weekly. This alignment will allow the assistant principals 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 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><b>Strategy's Expected Result/Impact:</b> 2023 STAAR results will show 30% Meets in Reading and 39% Masters in Math with a 10% increase in Science and Social Studies' Meets.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principals, MCLs, Admin</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
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**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.

**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 by 15% compared to May 2022.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Bowie AVID Site team will hold bimonthly professional development on AVID organization with cross grade level consistency.</p> <p><b>Strategy's Expected Result/Impact:</b> MAP will show 10% increase in number of students who met targeted growth from May 2022 to May 2023</p> <p><b>Staff Responsible for Monitoring:</b> Bowie AVID site team, admin</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Bowie AVID Site team will hold bimonthly professional development on Open Ended Response strengthening with note-taking and annotation strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> 2023 STAAR results will show 30% Meets in Reading</p> <p><b>Staff Responsible for Monitoring:</b> Bowie AVID site team, admin, Reading MCLs</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> 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><b>Strategy's Expected Result/Impact:</b> Bowie will show an increase of students, Emerging Bilinguals, who exit ESL increase by 10% from May 2022 to May 2023</p> <p><b>Staff Responsible for Monitoring:</b> MCLs, Admin team, content leads</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Fundamental 5 - Title One School-wide - \$15,000</p>	Formative			Summative
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**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 36% (2022 results) to 50% for the 2023 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 Fall 2022 and Spring 2023 survey data will show School Connectedness move from a 36% to a 50% for the 2023 School Year.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> 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.</p> <p><b>Strategy's Expected Result/Impact:</b> Student connectedness results in fall of 2022 and spring of 2023 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 36% to a 50% School Connectedness.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, assistant principals</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Incoming 6th grade students were sorted randomly into houses, and 7th and 8th grade students kept their 2021-2022 houses.</p> <p><b>Strategy's Expected Result/Impact:</b> Each of the 5 houses (Rams, Buffaloes, Red Raiders, Falcons, and Lobos) will compete biweekly on top points and create a competitive environment as points are awarded for acts of kindness and positive behavior. Points will increase each time, as well as positive actions by students which should move our School Connectedness from 36% to a 50%.</p> <p><b>Staff Responsible for Monitoring:</b> Grade level principals, admin.</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> 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><b>Strategy's Expected Result/Impact:</b> Classroom referrals will decrease 5% from May 2022 to May 2023.</p> <p><b>Staff Responsible for Monitoring:</b> classroom teachers, administration</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
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**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 33% (2022 results) to 50% for the 2023 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 Fall 2022 and Spring 2023 survey data will show Sense of Belonging will increase to 50% for the 2023 school year.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Each Counselor will have a pre-assigned group of students that they each work with instead of random assistance.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will feel an increased sense of belonging that an adult cares about them per the Panorama survey, and will show increased percentage from Fall 2022 to Spring 2023 from 33% (2022 results) to 50% for the 2023 school year.</p> <p><b>Staff Responsible for Monitoring:</b> grade level counselors, admin, teachers</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will attend back to school PD with Hearne and Hearne to revisit the Mission and Vision of the school, set a personal "why" statement and commit to building their legacy each and every day.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will work more closely with students in a positive manner as evidenced with an increase in Panorama student belonging results from Fall 2022 to Spring 2023 to increase school connectedness from 33% (2022 results) to 50% for the 2023 school year.</p> <p><b>Staff Responsible for Monitoring:</b> classroom teachers, admin</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Hearne and Hearne - Title One School-wide - \$9,500</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> 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><b>Strategy's Expected Result/Impact:</b> Students will feel a sense of belonging and excel in their opportunity to grow academically and socially emotionally as measured by Panorama Spring 2023 increase in belonging and results will show and increase from 33% (2022 results) to 50% for the 2023 school year.</p> <p><b>Staff Responsible for Monitoring:</b> classroom teachers, admin</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
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No Progress



Accomplished



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