SCURRY-ROSSER MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2013-2014

Mission Statement

Our purpose is to enable students to pursue excellence, to be competitive in the workplace and in institutions of higher learning, and to make sound, informed, ethical decisions both now and during their future lives.

CAMPUS DECISION-MAKING COMMITTEE
Chad Collins, Chairperson
Tara Bachtel, Assistant Principal
Melissa Truly, Counselor

PROFESSIONAL STAFF
Amy Freeman
Florence Prince
Robin Reneau
Alisha Ruffin
Rebecca Woodham

PARENTS
Jason Word

BUSINESS/COMMUNITY
Steven Babovec

Scurry-Rosser ISD Goal #1

Provide a safe and supportive environment for all students.

Safety & Security

GOAL: Provide a safe and supportive educational environment for all students.			COORDINATORS: Chad Collins			
PERFORMANCE OBJECTIVE: Develop programs that provide for a safe and supportive environment at schools and school related events.			APPROVED BY: Board: November 2013			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Continue programs that support character development such as NJHS, Student Council, Environment Club, Art Club, etc.	Behavior survey Observations	4th - 8th grades	Teachers Staff Principal	1st six weeks	Films, posters Speakers Assemblies	Discipline referrals
Implement an Anti-bullying program (attached to "Character Counts"). Promote awareness of the Anti-bullying Hotline.	Discipline referrals	4th,5th, 6th, 7th, and 8th grades	Teachers Staff Principal(s) Aides	Each six weeks	Films, posters Speakers Assemblies Website	Discipline referrals
Include 3 teachers and principal in Crisis Prevention and Intervention training Ruffin, Freeman, Collins	Plan review	All students District employees	Principals	August 2013	Staff time, materials	Resource materials are current and utilized.
Continue "Still Waters" presentationsto address teen dating violence, parent survey, choices.	10/24, 12/19, 2/11, 4/2	7th and 8th grades	Teachers Staff Principal(s) Aides	Each six weeks	Films, posters Speakers Assemblies	Discipline referrals

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Installing door locks on all outside doors that stay locked throughout the school day. Raptor system, Self-locking doors (electronic) (front doors)	Secure physical campus.	4th, 5th, 6th, 7th, and 8th grades	All staff members will help monitor the success of the initiative	Sept. 2013	Materials, including scanning badges that will release the locking mechanism for the doors.	The actual use of the doors as a security device for SRMS
Schedule Assemblies on Drug & Alcohol Awareness/Peer Pressure/Making Good Decisions and Choices Look for assembly options – by grade level	Observations, Parent Concerns, Office Referrals	4th - 8th	Principal Counselor	August - May	Materials, budget to pay for speaker Still Waters, DPS	Referral Survey
Picture/name badges for faculty/staff/administration.	Observations, Parent Concerns	All Staff	All Staff	2013	Photography agreement	Observations
Crisis Management Procedures flip-chart will be posted in every classroom	Observations	All Staff	All Staff	2013	Observations	Observations

Scurry-Rosser ISD Goal #2

Strive to effectively close the achievement gap as compared to the state standards and/or the No Child Left Behind Act to ensure effective instruction at the student expectation level of the Texas Essential Knowledge and Skills (TEKS).

ACADEMICS

GOAL: Strive to effectively close the achievement gap as compared to the state standards and/or the No Child Left Behind Act to ensure effective instruction at the student expectation level of the Texas Essential Knowledge and Skills (TEKS).	**COORDINATORS:** Chad Collins
PERFORMANCE OBJECTIVE: 90% mastery of all students and student subgroups on the STAAR, STAAR M, STAAR Alternative and other components of the Texas Assessment Program in English Reading, Language Arts, Mathematics, Science, and Social Studies.	**APPROVED BY:** Board: November 2013

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Reognize students that make a significant improvement in core areas (ex. No missing assignments, no failing grades, etc.).	Low/failing grades Progress reports	4th ,5th, 6th, 7th, and 8th grades	Teachers	Begin 2nd six weeks and each six weeks	Teacher ideas Donated prizes	Increased grades in core classes
Reward students each six weeks with: (Triple A Club) • All A's • Perfect attendance • Good attitude Possible Rewards: • Days – (like for Homecoming) Hat Day, Red, White, & Blue Day, No homework day, let teachers know in advance passes, prizes, snacks, flip flops	Report card grades Attendance percentages and behavioral reports	4th ,5th, 6th, 7th, and 8th grades	Teachers	Begin 2nd six weeks until end of year	Teacher ideas donated prizes Academic Pep Rallies EOY Awards program	More students w/all A's More A/B Honor Roll students Greater attendance percentages
Use the Fundamentals techniques in the classroom.	STAAR & Benchmark scores	4th – 8th grades	Principal Curriculum Director	Fall 2013	Training	Benchmark STAAR Test
All elective classes will teach vocabulary for STAAR. Will support curriculum for STAAR.	STAAR & Benchmark scores	4th – 8th grades	Elective Teachers	Fall 2013	Training	Benchmark STAAR Test
Added instructional aides in order to serve special needs students more effectively.	IEP's and teacher documentation lacking adequate detail.	4th-8th	Director of Special Education	Fall 2013	Additional employees Local Funds	IEP, Benchmark data, and teacher documentation

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Continue dyslexia program grades 4-8th.	STAAR 2013 Reading Benchmark	4th – 8th	Dyslexia Coordinator	August - May	Aide, Dyslexia Program	STAAR Report Cards
Provide students with bus ride home at 4:30 in order to accommodate students that need tutoring but don't have the means to provide themselves with a ride after school.	Students needing transportation and tutoring.	All populations in need of extra assistance	All core teachers	January 2014	Bus driver that is willing to drive another route	Student attendance for extra tutorial sessions.
Provide a DAEP for 6-12 grades located in Mabank ISD.	Students that do not follow the code of conduct	6-12 grade students	Principal(s)	2013-2014	ACED funds: MS $10,000	PEIMS 425 report Referral records
Provide additional STAAR materials for at-risk students tutoring. (IStation, TTM, USatestprep)	2013 STAAR scores	4-8 grade students	Principal(s)	Sept. thru March	ACED funds: Supplies $ Tutoring $ Aide= $	STAAR scores
Provide Read Naturally Program & IStation, Think Through Matth	Reading improved	Students	Teachers	2013-2014	Software Computer Lab	STAAR Scores, Reads grade level
Math Follow the math 4-8 Scope & Sequence and monitor instruction via lesson plans and walk throughs.	2013 STAAR scores	Teachers	Principal(s)	Daily	Time lines monitoring document Lesson plans	STAAR scores
Provide staff development based on disaggregated data from STAAR and benchmark test. AWARE Program	2013 STAAR scores	Teachers	Curriculum Director	Staff Dev. Day	AWARE data	STAAR scores
Science Continue to implement a hands-on, inquiry-based science program.	2013 STAAR scores– 4th grade Benchmark – 8th grade	4th -8th grade teachers	Curriculum Director	Each six weeks	Lab materials	STAAR scores
Continue training on science materials.	2013 STAAR scores– 4th grade Benchmark – 8th grade	4th -8th grade teachers	Curriculum Director	Each six weeks	Lab materials	STAAR scores

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Follow the science 4th -8th Scope and Sequence and monitor instruction via lesson plans and walk-throughs.	2013 STAAR scores	Teachers	Principal	Daily	Timeline Monitoring Documents Lesson plans	STAAR scores.
Language Arts Follow the Language Arts 4th -8th Scope and Sequence and monitor instruction via lesson plans and walk-throughs.	2013 STAAR scores	Teachers	Principal	Daily	Timelines Monitoring documents Lesson plans	STAAR scores
Provide staff development based on disaggregated data. AWARE program	2013 STAAR Eng/LA Writing	Teachers	Principal	2013-2014	Region 10 agenda Time Materials	STAAR scores
Social Studies Follow the Social Studies Scope & Sequence and monitor instruction via lesson plans and walk-throughs.	2013 STAAR scores	Teachers	Principal	Daily	Timelines Monitoring documents Lesson plans	STAAR scores
To address system safeguards missed in 2013 the following will be implemented: --Change in 8th grade Social Studies personnel for the 2013-14 school year. --progress monitoring of curriculum mastery using USatestprep	2013 STAAR scores	Teachers	Principal	Daily	Timelines Monitoring documents Lesson plans	STAAR scores
Provide staff development based on disaggregated data from the STAAR and benchmark test.	2013 STAAR Eng/LA Writing	Teachers	Principal	August 2013	Region 10 agenda Time Materials	STAAR scores
Implement one school-wide benchmark assessments per year for the core areas.	2013 STAAR scores	4th -8th grade students	Principal	Nov. 2012 Jan. 2013	Benchmark test Time ACED funds:	STAAR scores
Common Assessments (every 3 weeks) Include short answer question on Social Studies, Science, etc –Critical Writing	2013 STAAR scores	Teachers	Principal	Daily	Timelines Monitoring documents Lesson plans	STAAR scores

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT

Retrain all teachers using the five components and focus on identified area of need:
  LRE
  Related Services
  Initial evaluation and pre-evaluation
  Re-evaluation
  Transition
	Train all teachers with CAP video PBMAS/SPED – 9, 10, 13	Teachers	Special Education Coordinator	Sept. 2013	CAP
					Video
					Time
					PBMAS manual
						Sign in sheet SPED STAAR-M SPED annual data reports PBMAS

Installed "inclusion" for all Special Education students. Teachers assigned with Special Education students will have an aide for mentoring.	STAAR 2013 AYP	STAAR M Students	Teachers Para-professionals	2013-2014	Salaries	STAAR Assessments Six Wks Grades
To increase rigor, include short answer questions on assessments in all core subjects.	STAAR 2013	4th – 8th grade	Teachers	2013 - 2014	Lesson Plans	STAAR Scores Benchmarks

Advanced Courses:

(AP, Recommended & DAP Diplomas, SAT, ACT, etc.)

GOAL: Strengthen all core academic and elective curricula for all students, as well as extra-curricular and co-curricular activities.			COORDINATORS: Chad Collins			
PERFORMANCE OBJECTIVE: Increase the percentage of students in advanced academic courses to 25%.			APPROVED BY: Board: November 2013			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Increase standards/criteria for Pre-AP classes at middle school	Pre-AP criteria evaluation	6th, 7th, and 8th Pre-Ap or Gifted and Talented students	Principal(s) Counselor	Plan this school year for 2013-2014	Course outline	Mastery of Pre-AP objectives
Provide GT training for all PreAP teachers	GT Curriculum	GT Students	Principal Region 10 Teachers All New Teachers	2013-2014	Region 10	GT Certificate
Continue Gifted and Talented training for all Pre-Ap teachers. Monitor and adjust Pre-AP teachers (highly qualified) to inclusion students.	AYP report AEIS report	Teachers	Curriculum Director	2013-2014	Region 10 Staff Development	GT Certificates GT Guidelines AEIS report

Scurry-Rosser ISD Goal #3

Maintain high attendance rate of 98% or better.

Attendance & Dropout Plan

GOAL: Maintain high attendance rates at 98% or better.				COORDINATORS: Chad Collins			
PERFORMANCE OBJECTIVE: Improve student attendance to 97.7% district-wide.				APPROVED BY: Board: November 2013			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT	
Reward perfect attendance each six weeks. Implement the reward	Attendance percentage	4th, 5th, 6th, 7th, and 8th grade Teachers and Staff	Principal(s) Counselor Teachers	Begin 2nd 6 weeks and each six weeks	Teachers and staff ideas Donated items	ADA	
Tripe A Club	Attendance percentages	4th, 5th, 6th, 7th, and 8th grade Teachers and Staff	Principal(s) Counselor Teachers	Begin 2nd 6 weeks and each six weeks	Teachers and staff ideas Donated items	Student and staff participation	
Display pictures of the group with perfect attendance in the paper. Recognize perfect attendance during announcements	Attendance percentages	5th, 6th, 7th, and 8th grade	Principal(s) Counselor	Six weeks	Teachers and staff	ADA	

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Letter Home About effects of poor attendance.	Attendance percentage	4th, 5th, 6th, 7th, and 8th grade Teachers and Staff	Principal(s) Counselor Teachers	Begin 2nd 6 weeks and each six weeks	Teachers and staff	ADA
Attendance Chart Grade Level competition Display graphs in cafeteria	Attendance percentage	4th, 5th, 6th, 7th, and 8th grade Teachers and Staff	Principal(s) Counselor Teachers	Begin 2nd 6 weeks and each six weeks	Individual attendance rewards (3 absences or less/grading period Drawing	ADA
Report Triple A Club Participants to local newspaper.	Parent Survey	Student Body Community	Principal(s) Counselor(s)	2013-2014	Counselor	ADA

Scurry-Rosser ISD Goal #4

Maintain collaborative communication with all stakeholders within the community.

Parent Involvement

GOAL: Maintain collaborative communications with all stakeholders within the community.				COORDINATORS: Chad Collins			
PERFORMANCE OBJECTIVE: Establish a baseline for PK-12 parents participating in school or district activities which focus on improving their child's academic performance.				APPROVED BY: Board: November 2013			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Present the end of year awards program during the evening so parents can be present.	Broader recognition of students	$4^{th}, 5^{th}, 6^{th}, 7^{th}$, and 8th grades	Principal Counselor	February/ May	Gym Sound system	Attendance at awards program
Schedule a career day and include parents.	Connection between classes and the work world survey	$4^{th}, 5^{th}, 6^{th}, 7^{th}$, and 8th grades	Principal Counselor	Spring 2013	Parents Community	Students course selections and electives
Use of Parent Portal and Teacher Website.	Grade Monitoring	Parents	Principal Technology Coordinator Teachers	2013-2014	Software Computers	Monitor Use

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Inform parents of the school report card/AEIS report and of the FIRST report card.	SB Policy HB 3297	Parents	Principal(s)	1st Semester	AEIS School report card Website	1st six weeks report card
Train teachers to address obesity, cardiovascular disease and Type II diabetes. Compliance Training.	SB Policy SB 42	Teachers	Principal(s) Nurse	2013-2014	School nurse Science and PE teachers Region 10	Sign in sheet Certificates
Increase communication of academic and extracurricular achievements by students.	Board Goal	Community Parents	Principal(s) Curriculum Director	2013-2014	Local Funds Web Newspaper	Newsletters Communiqués Webpage
To Promote Parent involvement in school: Develop a list of "jobs" parents can help with throughout school year. Include Parent/Teacher Meetings.	Parent involvement Numbers	Community Parents	Principal(s) Counselor Staff	2013-2014	Copies	Sign-in Sheet
Positive phone calls.	Parent Survey Referrals	Community Parents	School Staff	2013-2014	Phone Log	Referrals Failure list
Investigate possibility of starting SRMS facebook page.	Staff Survey	Community Parents	School Staff	2013-2014	Website	Parent Feedback
Implement a Parent-Teacher Organization.	Survey	Community Parents Teachers	Principal	2013-2014	Community Survey	Parent Feedback

Scurry-Rosser ISD Goal #5

Maintain technology opportunities to enhance the quality of education for all teachers and students.

Integration of Technology

GOAL: Maintain technology opportunities to enhance the quality of education for all teachers and students.			COORDINATORS: Chad Collins			
PERFORMANCE OBJECTIVE: Integrate technology into teaching and learning experiences.			APPROVED BY: Board: November 2013			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Continue using on-line lesson plans using the district program that are visible to parents using parent portal	Online resources review	Classroom teachers	Principal(s) Jan Thompson	Fall 2013	Computers	Lesson plans Monitoring sheets
Increase efficiency using smart boards.	Teacher request	Classroom teachers	Principal(s) Jan Thompson	Annual	Local Funds	Lesson plans Monitoring sheets
Allow teachers to have more access to sites for research, including YOUTUBE, Gaggle Tube, United Streaming.	Limited research	Classroom teachers	Principal(s) Jan Thompson	2013-2014	Internet access training	Lesson plans Monitoring sheets

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENTS	TARGET GROUP	STAFF/OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Provide staff training for teachers to learn specific programs/software.	Teacher use of software in the classroom report	Teachers	Principal(s) Computer lab coordinator	Spring 2014	Time Software	Sign in sheet
Update computer labs for on-line testing	New regulations	Teachers	Principal(s) Computer lab	2014	Hardware and software	Test results
Use of online grade posting – parent portal.	Grade monitoring by parents	Teachers Parents Students	Principal(s) Technology Consultant	2013-2014	Software	Monitor use of system

Scurry-Rosser ISD Goal #6

Meeting the standards of the Financial Integrity Rating System of Texas (FIRST).
(Recruitment and Retainment)

Recruitment and Retainment

GOAL: Provide salary, benefits, training, working conditions and staff development conducive to recruiting and retaining high quality, highly qualified professional and paraprofessional staff.				COORDINATORS: Chad Collins			
PERFORMANCE OBJECTIVE: 100% of all professional and paraprofessional personnel will meet the definition of "highly qualified" according to No Child Left Behind by the end of 2007-2008				APPROVED BY: Board: November 2013			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Include teacher panels when interviewing and hiring new teachers.	Interview protocol	Teachers	Principal	Spring 2014	Teachers Time	Teachers participate in process
Employ teachers with certifications that meet highly qualified status.	Interview protocol	New teachers	Principal	June-August	State and local funds	SBEC certificate
Compensate teachers with a masters degree an extra $1000		Teachers	Principal	2013-2014	State and local funds	College Diploma