

Aledo Independent School District

Aledo Middle School

2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

Aledo ISD Mission Statement: Ensuring high levels of learning for all students.

Aledo Middle School Mission Statement: The mission of AMS is to provide all students the opportunity to develop their full potential; to inspire critical thinking, collaboration, and creativity; and to be effective communicators in a global society.

Vision

Growing greatness through exceptional experiences that empower learners for life.

Motto

"Be the Difference"

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Goals

Goal 1: How We Teach: Delivery of Instruction

Performance Objective 1: Aledo Middle School will implement three identified components of Fundamental 5 with fidelity that include Framing the Lesson, Critical Writing, and Frequent Small Group Purposeful Talk into daily instruction, 100% of the time, by June 2024.





Evaluation Data Sources: Data from Daily Impact Walks

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will implement Framing the Lesson in daily instruction. Strategy's Expected Result/Impact: 100% of teachers will utilize Framing the Lesson include we will, I will, and so that I can statements with fidelity by June 2024. Staff Responsible for Monitoring: Principal Assistant Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will implement Critical Writing in Daily Instruction (Weekly in Math). Strategy's Expected Result/Impact: 100% of Teachers will implement critical writing into daily/weekly instruction by June 2024. Staff Responsible for Monitoring: Principal Assistant Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will utilize Frequent Small Group Purposeful Talk (FSGPT) to gain actionable data to drive instruction. Strategy's Expected Result/Impact: Teachers consistently utilize FSGPT which will provide teachers with daily evidence of student learning. Data from daily impact walks will show consistent patterns of evidence, districtwide, by June 2024. Staff Responsible for Monitoring: Principal Assistant Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
<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>				

Goal 1: How We Teach: Delivery of Instruction

Performance Objective 2: Aledo Middle School will implement the active participation indicator of the learner engagement rubric with fidelity in 100% of classrooms, by June 2024.





Evaluation Data Sources: Daily Impact Walks

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will ensure active student participation by designing lessons that provide multiple strategies to maximize student engagement and student contribution is monitored to ensure full participation.</p> <p>Strategy's Expected Result/Impact: 100% of classrooms will ensure active student participation by June 2024.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
<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>				

Goal 1: How We Teach: Delivery of Instruction

Performance Objective 3: Aledo Middle School will implement the learning connections indicator of the relevance rubric with fidelity in 100% of classrooms, by June 2024.





Evaluation Data Sources: Daily Impact Walks

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will design lessons that provide multiple explicit opportunities for students to connect to real-world applications.</p> <p>Strategy's Expected Result/Impact: Students will be able to clearly articulate the connections between content learned to real world applications in 100% of classrooms by June 2024.</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Professional Learning Community Actions

Performance Objective 1: By June 2024, 92% (12 of 13) of the Aledo Middle School collaborative teams will rate at (or above) the "Developing" level on the Professional Learning Community at Work Continuum: Learning As Our Fundamental Purpose.





Evaluation Data Sources: Ratings on the Professional Learning Community at Work Continuum

Strategy 1 Details	Reviews			
<p>Strategy 1: Collaborative Teams will:</p> <p>Indicator #1:</p> <p>*Teachers will clarify essential learning standards for each unit and criteria for student mastery.</p> <p>*Collaborative teams will begin to adjust curriculum, pacing, and instruction based on evidence of student learning.</p> <p>Strategy's Expected Result/Impact: 92% of AMS Collaborative Teams will rate at the "Developing" level in Indicator #1 by June 2024.</p> <p>Staff Responsible for Monitoring: Collaborative Teams Instructional Specialists Campus Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
<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>				

Goal 2: Professional Learning Community Actions

Performance Objective 2: By June 2024, 92% (12 of 13) of the Aledo Middle School collaborative teams will rate at (or above) the "Developing" level on the PLC at Work Continuum: Building a Collaborative Culture through high-performing teams.





Evaluation Data Sources: Ratings on the Professional Learning Community at Work Continuum

Strategy 1 Details	Reviews			
<p>Strategy 1: Collaborative Teams: Indicator #1: *Meet on a weekly basis and utilize guidelines, protocols, and processes (four critical questions of a PLC) to ensure collaborative time is focused on student learning. *Team Leaders are helping lead the collaborative process, and the work of teams is monitored closely so assistance can be provided when a team struggles. *Teams are working interdependently to achieve goals specifically related to higher levels of student achievement and are focusing efforts on better ways to achieve those goals.</p> <p>Strategy's Expected Result/Impact: 92% of AMS Collaborative Teams will rate at the "Developing" level on Indicator #1 by June 2024.</p> <p>Staff Responsible for Monitoring: Collaborative Teams Instructional Specialists Campus Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: Professional Learning Community Actions

Performance Objective 3: By June 2024, 92% (12 of 13) of Aledo Middle School collaborative teams will rate at (or above) the "Developing" level on the PLC at Work Continuum: Focusing on Results





Evaluation Data Sources: Ratings on the Professional Learning Community at Work Continuum

Strategy 1 Details	Reviews			
<p>Strategy 1: Strategy 1: Collaborative Teams: Indicator #1: *Have established an annual SMART goal and assess progress toward reaching the goal. *Teams have established processes to continually monitor their progress, and members work together in an effort to identify strategies for becoming more effective at achieving the team's SMART goal.</p> <p>Strategy's Expected Result/Impact: 92% of AMS Collaborative Teams will rate at the "Developing" level in Indicator #1 by June 2024.</p> <p>Staff Responsible for Monitoring: Collaborative Teams Instructional Specialists Campus Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Aledo ISD will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all district departments.

Performance Objective 1: During the 2023-2024 school year Child Nutrition will continue to build on staff survey scores from 22/23 specifically to address areas of concern regarding staff morale and satisfaction.

Evaluation Data Sources: Baseline data indicates average score of 4.58 Staff survey scores at the end of the year will demonstrate improvement over the course of the 2023-2024 school year.

Strategy 1 Details	Reviews			
<p>Strategy 1: Child Nutrition managers will be rounded with before November of 2023; a feedback report from this rounding meeting will be shared with managers by December 2023 with action steps. Managers will then round with individual staff by April 2024 with feedback gathered from those meetings being shared in a rounding report including action steps. Once all rounding has been completed, staff surveys will be conducted at the end of the year and compared with the baseline data from EOY 2023.</p> <p>Strategy's Expected Result/Impact: One on one rounding feedback will indicate areas of improvement and adjustments made accordingly. Feedback Red light/Green Light report will be sent to all staff. Increased opportunities to connect and communicate with staff on various topics will increase satisfaction survey results.</p> <p>Staff Responsible for Monitoring: CN Nutrition Director CN Manager</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Aledo ISD will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all district departments.

Performance Objective 2: Aledo ISD will ensure an educational environment that reflects a commitment to student, parent, and family engagement and the wellness and safety of all students and staff.

Evaluation Data Sources: student and staff attendance; Thrive Thursday challenges; staff and student participation surveys/feedback; Establish Comparative data over the last 3 years; Exam exemptions; med pod visits; weekly attendance reports per campus; target and identify specific days based on last years data; determine the barriers;

Strategy 1 Details	Reviews			
<p>Strategy 1: The district will establish monthly support meetings that address data trends and response options based on attendance concerns/success at the campus level. Campuses will develop a plan to be established no later than September 2023 to promote student attendance through awareness and engagement activities that will increase average daily student attendance that includes monthly activities and/or monitoring of strategies.</p> <p>Strategy's Expected Result/Impact: Increased student attendance will positively impact student growth and sense of belonging.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Student and Community Services Deputy Superintendent Executive Director of Student Services Director of Communications Campus Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: AMS will incorporate grade level and campuswide attendance incentives to encourage daily attendance. Campus events also being planned on historically high absentee days to encourage attendance and build community.</p> <p>Strategy's Expected Result/Impact: Increased attendance percentages for each grading cycle (as compared to 2022-2023).</p> <p>Staff Responsible for Monitoring: Campus Administration PEIMS Attendance</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: AMS will administer formal surveys (Panorama) and informal student feedback forms throughout year.</p> <p>Strategy's Expected Result/Impact: Students will have the opportunity to provide input for campus planning and programming.</p>	Formative			Summative
	Dec	Feb	Apr	June

Staff Responsible for Monitoring: Principal
Counselors
Teachers



No Progress



Accomplished



Continue/Modify



Discontinue