

Aledo Independent School District

McAnally Middle School

2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

To ensure high levels of learning for all students.

Vision

Growing greatness through exceptional experiences that empower learners for life.

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Goals

Goal 1: How We Teach: Delivery of Instruction

Performance Objective 1: McAnally Middle School will implement three identified components of Fundamental 5 with fidelity that include Framing the Lesson, Critical Writing, 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 Daily including we will, I will, so that I can...with fidelity by June 2024. Staff Responsible for Monitoring: Campus Admin District Admin</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: Campus Admin District Admin</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: Campus Administration District Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
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Goal 1: How We Teach: Delivery of Instruction

Performance Objective 2: McAnally 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: Campus Administration District 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 1: How We Teach: Delivery of Instruction

Performance Objective 3: McAnally Middle School will implement the High Level Questioning indicator of the Rigor Rubric with fidelity in 80% of classrooms, by June 2024





Evaluation Data Sources: Daily Impact Walks

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will ensure implementation of High Level Questioning by designing lessons that provide opportunity for students to generate questions about content that demonstrate rigorous independent thinking.</p> <p>Strategy's Expected Result/Impact: 80% of observations will show evidence of HLQ at the Developed level on the Rigor Rubric.</p> <p>Staff Responsible for Monitoring: Campus Admin</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: MMS admin will model the use of HLQ during professional development and provide ongoing professional learning experiences for staff centered on HLQ, academic discussion, and Rigor.</p> <p>Strategy's Expected Result/Impact: Equipped staff to implement HLQ with fidelity.</p> <p>Staff Responsible for Monitoring: Campus Admin</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, 91% of the McAnally collaborative teams will rate at 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: Teachers will clarify essential learning standards for each unit and criteria for student mastery. Collaborative teams will begin to adjust curriculum, pacing, and instruction based on evidence of student learning.</p> <p>Strategy's Expected Result/Impact: 91% of Collaborative Teams districtwide will rate at the "Developing" level in Indicator #1 by June 2024</p> <p>Staff Responsible for Monitoring: Collaborative Teams Instructional Specialist Campus Administration District Administration</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 2: By June 2024, 92% of the McAnally collaborative teams will rate at 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: *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 collaborative teams districtwide will rate at the Developing level on Indicator #1 by June 2024.</p> <p>Staff Responsible for Monitoring: Collaborative Teams Instructional Specialists Campus Administration District Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
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Goal 2: Professional Learning Community Actions

Performance Objective 3: By June 2024, 87% of the McAnally collaborative teams will rate at 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: *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: 87% of Collaborative Teams districtwide will rate at the "Developing" level in Indicator #1 by June 2024.</p> <p>Staff Responsible for Monitoring: Collaborative Teams Instructional Specialists Campus Administration District Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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

Performance Objective 1: McAnally Middle School will increase staff retention by developing increased opportunities for feedback from all staff.

Evaluation Data Sources: 90 day rounding with new staff; staff stay interviews, exit interviews





Strategy 1 Details	Reviews			
<p>Strategy 1: Increased staff support through individual coaching and the implementation of wellness strategies such as thrive Thursdays, staff incentives for attendance, staff appreciation, and open lines of communication.</p> <p>Strategy's Expected Result/Impact: Increased retention rate of MMS staff relative to the 22-23 school year.</p> <p>Staff Responsible for Monitoring: Campus Admin Instructional Specialist Teacher Leaders</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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

Performance Objective 2: McAnally Middle School 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; staff and student surveys/feedback; comparative data over the last 3 years; med pod visits usage; volunteer hours;





Strategy 1 Details	Reviews			
<p>Strategy 1: Wellness *Identify and implement student and staff attendance incentives, especially on historical low attendance days, to increase attendance rates by 2% from 22-23. *Ensure student connectedness through trusted adult surveys, student ambassadors, increased opportunities for extracurricular activities. *Publicize Telehealth Visits (Med Pod) and Shot Clinics for staff and students. Strategy's Expected Result/Impact: Increased attendance, engagement, and enjoyment on campus. Staff Responsible for Monitoring: Campus Admin Nurse Counseling Staff Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Engagement *Increased opportunity for volunteers to engage, including specialized trainings for specific roles. *Increase partnership with parent organizations and engagement of parents in planning events to encourage participation. *Campus engagement for connecting new-to district families and students. Strategy's Expected Result/Impact: Increased engagement and satisfaction Staff Responsible for Monitoring: Campus Admin Counselors Grade Level Leaders</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 3 Details	Reviews			
Strategy 3: Communication *Increase effective communication to builds trust inside and outside of the school. *Jammin' with Jenkins staff/family engagement opportunities to meet with Principal *Student Advisory Committee *Improve website accessibility and information availability. Strategy's Expected Result/Impact: Increased trust and positivity on campus and with the community. Staff Responsible for Monitoring: Campus Admin Website Administrator Teachers	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 3: McAnally Middle School will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all departments.

Performance Objective 3: McAnally Middle School safety team will increase safety and security measures which will promote an environment where students, parents, and staff feel safe and heard.

Evaluation Data Sources: Safety and Security meetings planning, feedback and implementation; campus walks/observations;

Strategy 1 Details	Reviews			
<p>Strategy 1: Safety team will review monthly data to determine areas for improvement and implementation check to ensure security measures are implemented with fidelity.</p> <p>Strategy's Expected Result/Impact: High fidelity in security measure implementation.</p> <p>Staff Responsible for Monitoring: Safety Committee Campus Police Campus Admin</p>	Formative			Summative
	Dec	Feb	Apr	June
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