Celina Independent School District

Celina Middle School

2013-2014 Campus Improvement Plan

Accountability Rating: Met Standard

Mission Statement

The mission of the District, as the primary educational entity, is to provide a safe, caring, and structured learning environment where teachers educate and motivate students to become productive citizens of their community.

Vision

ACHIEVING COMPLETE EXCELLENCE

Table of Contents

Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

- District goals
- Campus goals
- AEIS data - longitudinal
- AEIS data - current
- AYP data
- PBMAS data
- Campus and/or district planning and decision making committee meeting discussions
- Local benchmark or common assessments results
- Number of students assigned to special programs, including their academic achievement, race/ethnicity, gender, etc.
- Drop-out rates
- Attendance data
- Discipline records
- Community and/or parent surveys and/or feedback
- Prior year budgets/entitlements and expenditures in relation to current year funding and priorities
- Campus faculty meeting discussions
- District committee meeting discussions
- Prior year(s) campus and/or district improvement plans
- Study of best practices
- Texas Assessment of Knowledge and Skills (TAKS) results including TAKS (Accommodated), TAKS-M, and TAKS-Alt
- Linguistically Accommodated Testing (LAT) data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Tobacco, alcohol, and other drug-use data
- Special education population, including performance, discipline, attendance, and mobility
- Homeless population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL population, including performance, discipline, attendance and mobility
- Gifted population, including performance, discipline, attendance and mobility
- Other additional data
- STAAR, STAAR Spanish, STAAR Modified, STAAR Alternate, and STAAR L testing requirements
- STAAR Data Released from TEA
- STAAR, STAAR Spanish, STAAR Modified, STAAR Alternate, and/or STAAR L test results
- Local Reading Diagnostic Assessment Data
- Local Math Diagnostic Assessment Data

Goals

Goal 1: Celina Middle School will improve district and student academic performance as measured by local, state, and national standards while increasing educational opportunities for all students.

Performance Objective 1: The campus will expect 100% of each student group to meet Level II passing standard on all STAAR/EOC tests and increase the percent of students at Level III to 35% for all tested areas.

Summative Evaluation: 1) Student progress throughout school year.
2) Teams will evaluate progress towards TEKS alignment in all subject areas 6-8, Use of TEKS Resource System
3) AWARE and other technology programs will be used to disaggregate data and assess student's progress.
4) Students prepared for exams and the data/scores reflect this.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Disaggregate STAAR and unit/curriculum check data to ensure mastery and target instruction.	Campus Administration; Classroom Teachers	Improvement in all testing.				
2) Track Level III performance data of all students by using AWARE, and intervene for students that are close to achieving Level III performance on STAAR.	Campus Administration; Classroom Teachers	Greater number of students achieving Level III on STAAR from year to year.				
3) Explore incentives for rewarding perfect attendance of staff and students.	Campus Administration	Increased attendance for staff and students.				
4) Explore incentives for rewarding improved academic performance of students.	Campus Administration	Increased academic performance of students on STAAR.				
5) Implement the use of C-Town for middle school students.	District administration; C-Town Administration; Campus Administration.	Student participation numbers at C-Town.				
✗ = Discontinue ⬤ = No Progress ◔ = Some Progress ◕ = Considerable ✔ = Accomplished						

Goal 1: Celina Middle School will improve district and student academic performance as measured by local, state, and national standards while increasing educational opportunities for all students.

Performance Objective 2: The campus will implement programs and strategies to improve academic performance for At-Risk and sub group students.

Summative Evaluation: Improved state assessment scores

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Differentiate instruction to meet the needs of learners in each subgroup.	Campus Administration; Grayson County Coop; Special Education Teachers; ESL Teacher; Classroom Teachers	Documented ELPS in lesson plans, STAAR results, students' grades and motivation improves.				
2) Utilize podcast tests to facilitate oral test administration.	Special Education Teachers; Computer Teacher; Instructional Aides	Improved curriculum checkdata and test results.				
3) Utilize adaptive curriculum from Think Through Math for math remediation in grades 6-8.	Campus Administration; Math Teachers	Students motivated with utilizing interactive system, Curriculum Check data, STAAR results				
4) Provide daily tutorials during ACE time.	Campus Administration, Campus Counselor, Classroom Teachers	Improved test scores.				
5) Utilize iStation for reading remediation in grades 6-8.	Staff administrators; ELAR teachers	Student motivation, Curriculum Check Data, STAA results				
6) Implement targeted pull-out reading intervention.	Campus Administration Intervention teacher	Improved fluency, comprehension and reading test scores.				
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Goal 1: Celina Middle School will improve district and student academic performance as measured by local, state, and national standards while increasing educational opportunities for all students.

Performance Objective 3: The campus will expand advanced academic resources to improve student services and student performance.

Summative Evaluation: 1) Improve state assessment scores
2) Students' knowledge base will expand to a more advanced level because of higher rigor
3) Increase in student achievement at Level III on STAAR/EOC

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Ensure alignment of unit/curriculum checks to STAAR in all subject areas.	Campus Administration; District Director of Instruction; Classroom Teachers	Improved test scores in all sub groups.				
2) Utilize AWARE and TMSDS to assist with data disaggregation and curriculum check implementation.	Campus Administration; Instructional Technology Specialist; District Director of Instruction	Improved Curriculum Check data, STAAR results.				
3) Monitor instruction with regular classroom walk-throughs.	Campus Administration; Instructional Technology Specialist; District Director of Instruction	PDAS Eduphoria Summative Reports.				
4) Continue to monitor and evaluate rigor of advanced courses.	Campus Administration; District Director of Instruction; Advanced Course Teachers	Teacher lesson plans, campus walk-through data, student performance on STAAR.				
5) Reinforce the use of academic vocabulary and implement strategies to increase critical thinking skills.	Campus Administration; All Teachers; District Director of Instruction	Teacher lesson plans, campus walk-through data, student performance on STAAR.				

6) Ensure unit/curriculum checks focus on readiness standards as opposed to supportive standards.	Campus Administration; Classroom Teachers	Increase number of students showing growth on STAAR.				
7) Expand training for teachers to serve the accelerated/GT populations.	Campus Administration District Instructional Coordinator	Certificates and sign-in sheets from training.				
8) Encourage all CMS teachers to become GT/ESL certified.	Campus Administration District Instructional Coordinator	Increased number of teachers with 30 hours of GT and 6 hour update training. Increase number of ESL certified teachers.				
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Goal 2: Celina Middle School will provide a positive, safe, and orderly school climate ensuring an environment focused on increased instructional time.

Performance Objective 1: The campus will implement an effective discipline crisis management plan at all campuses.

Summative Evaluation: 1) Decrease number of office referrals at all campuses, state discipline reports.
2) Review campus lockdown and crisis management procedures on campus.
3) All designated doors secured.
4) Present findings and costs.
5) Campus results of drills.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Monitor campus-wide classroom management system for effectiveness.	Campus Administration; All Teachers	Fewer discipline referrals, increased instructional time, student accountability.				
2) Increase number of safety drills to practice crisis management plan.	Campus Administration; Campus Counselor; All Staff	Successful security drills ensuring campus safety.				
3) Enforce school safety policies addressing visitor check-in, classroom disruption, announcements, etc...	Campus Administration	Improved campus safety report.				
4) Explore possibility of implementing a "bullying" hot line.	Supt., Principals, Counselor	meeting to discuss different programs considered for implementation, minutes/sign in sheet from meeting, collection of programs available to assist with bullying reporting in district.				
5) Campus administration will explore alternative discipline techniques prior to placement outside the regular classroom setting.	Supt., Assist. Supt., Campus Administration	Decreased ISS placement.				
6) Provide staff development related to consistent, positive, and effective discipline management including bullying and review code of conduct at each campus.	Supt., Assist. Supt., District Instructional Coordinator, Campus Admin.	Scheduled trainings/meetings, staff sign-in sheets from trainings, staff knowledge and implementation of code of conduct at each campus.				
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Goal 2: Celina Middle School will provide a positive, safe, and orderly school climate ensuring an environment focused on increased instructional time.

Performance Objective 2: The campus will promote positive staff morale and student character development.

Summative Evaluation: 1) Campus character education program will decrease office referrals.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide staff development on recognizing and preventing bullying behaviors. Use resources available through Region 10 to promote zero tolerance for bullying.	Campus Counselor	Improved student behavior observed, fewer discipline referrals.				
2) Conduct guidance lessons targeting appropriate treatment of others, kindness, friendship, tolerance, bullying, etc...	Campus Administration; Campus Counselor	Fewer discipline referrals.				
3) Plan staff celebrations.	Campus Administration; Campus Counselor	Improved teacher and staff morale.				
4) Distribute one hour "comp time" tickets to thank teachers for extended day activities such as parent information night, student orientation, etc.	Campus Administration	Improved Teacher and Staff morale.				
5) Teacher and Support Staff Member of the Year.	Campus Administration	Improved Teacher and Staff morale.				
6) Reward students for perfect attendance.	Campus Administration, Classroom Teachers, Campus Counselor	Improved attendance rate each six weeks.				
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Goal 3: Celina Middle School will increase community and family engagement and communication among all stakeholders.

Performance Objective 1: The campus will work to increase parental and community involvement at all district and campus events.

Summative Evaluation: 1) PTA update of membership totals and National PTA recognition for membership
2) Increased bilingual parent communication/participation

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Expand use of communication technology, such as school messenger and social media.	Campus Administration; Office Staff	Increased parent/community awareness.				
2) Implement a CMS listserv to distribute campus newsletter and other information.	Campus Administration; District Technology Department	Improve communication between the school and parents; parent feedback.				
3) Inform parents about importance of attendance for academic performance as well as school funding.	Campus Administration	Improve attendance rate.				
4) Include additional forms on school website (ex. Permission slips).	Office Staff	Increase parent feedback.				
5) Push towards 100% campus staff membership support for PTA.	Campus Administration	Increased percentage of staff as members in PTA over previous year.				
6) Campus will communicate with the district's bilingual liaison to help support bilingual students/parents.	Campus Administration; ESL Teacher	Bilingual liaison utilized by campus, increased parent communication with bilingual parents, increased number of parents indicate on campus parental involvement surveys that language is not a barrier for participating in their child's school functions.				
7) Push for 75% parent membership support for PTA. Periodic checks on PTA enrollment.	Supt. Campus administration	increases amount of parent membership in PTA.				
8) Push towards 100% district staff membership support for C.A.R.E.	Supt. Campus Administration	Increased percentage of staff membership in C.A.R.E.				
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Goal 3: Celina Middle School will increase community and family engagement and communication among all stakeholders.

Performance Objective 2: The campus will improve communication among all stakeholders.

Summative Evaluation: 1) Parent feedback from campus and district communication sources
2) High number of 'hits' to website. Parents using the site as a means to gather information.
3) Higher number of parents utilizing portal
4) Positive parents, student, and staff feedback.
5) Find a system that works with our current technology and that is affordable.
6) Successful training as indicated on teacher training surveys

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Offer a variety of information opportunities for parents such as PTA meetings, STAAR information meetings, technology training, and parent interest workshops.	Campus Administration; District Technology Department; All Teachers	Increased parent involvement.				
2) Increase use of emails and teacher websites to communicate with parents and students.	Campus Administration; Technology Department; Classroom Teachers	Increased communication with parents.				
3) Explore use of Remind 101 for campus level communication.	Campus Administration	Increased parent communication at campus level.				
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Goal 4: Celina Middle School will demonstrate fiscal responsibility, efficiency, and effectiveness in all operations, including staff.

Performance Objective 1: The campus will hire the most qualified staff to fill all positions.

Summative Evaluation: 1) Highly Qualified Report, TEA, and Region 10 support
2) Screened applicants will be highly qualified.
3) Standards for positions will include highly qualified status. Consideration will be given to internal highly qualified staff for new positions.
4) Report of employees that have been through the fingerprinting process.
5) Recruit new staff to Celina Middle School.
6) Report findings to school board.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Increase the number of student teachers on campus.	Assistant Superintendent; Human Resources; Principals	Increase in number of student teachers.				
2) Promote teacher recognition programs.	Campus Administration; District Director of Instruction	Increased morale and staff motivation.				
3) Utilize Region 10 Teacher Job Network to increase number of of applicants for open positions.	Campus Administration; District Administration; Human Resources	Recruitment of highly qualified staff.				
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Goal 4: Celina Middle School will demonstrate fiscal responsibility, efficiency, and effectiveness in all operations, including staff.

Performance Objective 2: The campus will improve job specific training for all employees.

Summative Evaluation: 1) Celina Middle School is updated in new and proven effective teaching methods.
2) Principal's evaluation of staff knowledge and staff input.
3) Teachers will feel supported and trained.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide meaningful and productive staff development for identified areas of need.	Campus Administration; District Instructional Coordinator	Feedback from staff, improvement in areas of concern, sign-in sheets and training certificates.				
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Addendums