Celina Independent School District

Celina Middle School

2012-2013 Campus Improvement Plan

Accountability Rating: Academically Acceptable

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

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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 performance and student academic success 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 60% 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 CSCOPE Curriculum Guide.
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) Utilize TEAM time to disaggregate STAAR, benchmark, and curriculum check data	Campus Administration; Classroom Teachers	Improvement in all testing	◓	◓		
2) Use curriculum checks and data to provide targeted instruction through the use of Curriculum, Instruction, and Assessment (CIA) Notebooks	Campus Administration; Classroom Teachers	Instruction and Assessment are aligned	◓	◓		
3) Continue to implement test taking strategies that focus on time constraints and other STAAR test specifics	Campus Administration; Classroom Teachers	Proactive strategy development; STAAR results	◓	◓		
4) 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	Greater number of students achieving Level III on STAAR from year to year	◓	◓		
✗ = Discontinue ⬤ = No Progress ◔ = Some Progress ◓ = Considerable ✓ = Accomplished						

Goal 1: Celina Middle School will improve district performance and student academic success 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) Use PD360 for staff development in meeting needs of students with different learning styles	Campus Administration; District Director of Instruction	Teacher lesson plans, Classroom walk-through data, Teacher observation, Report of program use	⚪	⚪		
4) Implement adaptive curriculum from learning.com and/or Think Through Math for math remediation in grades 6-8 during ACE time	Campus Administration; Math Teachers	Students motivated with utilizing interactive system, Curriculum Check data, STAAR results	🟠	✔		
5) Provide daily tutorials during ACE time	Campus Administration, Campus Counselor, Classroom Teachers	Improved test scores	🟠	✔		
6) Implement the use of iStation for reading remediation in grades 6-8.	Staff administrators; ELAR teachers	Student motivation, Curriculum Check Data, STAA results	🟠	✔		
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Goal 1: Celina Middle School will improve district performance and student academic success 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 curriculum checks to STAAR in all subject areas through the use of CIA Notebooks	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 using campus template	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	Increased number of students performing Level III 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) Use CIA Notebooks to ensure lesson plans and curriculum checks focus on readiness standards as opposed to supportive standards	Campus Administration; Classroom Teachers	Increased number of students performing Level III on STAAR				
7) Introduce STEM Standards in all core classes	Campus Administration; Classroom Teachers	Increased number of students performing Level III on STAAR				

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Goal 2: Celina Middle School will provide a positive, safe, and orderly school climate at each campus.

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) Revise campus-wide classroom management system	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) Enter discipline referrals in Parent Portal	Campus Administration; ISS Monitor	Parent notification of discipline referrals	◕	✔		
4) Enforce school safety policies addressing visitor check-in, classroom disruption, announcements, etc...	Campus Administration	Improved campus safety report	◕	◕		
5) Incorporate results of safety and security audit including secure entry areas	District Maintenance Director; Campus Administration	Increased security	◕	◕		
6) Investigate cost of the purchase and installation of additional security cameras	District Maintenance Director; Technology Department	Installation of cameras at all entrances	◕	◕		
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Goal 2: Celina Middle School will provide a positive, safe, and orderly school climate at each campus.

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) Develop student reward program	Campus Administration; Campus Counselor	Increased number of rewards given to students, fewer discipline referrals	🟠	🟠		
2) Use resources available through Region 10 to promote zero tolerance for bullying	Campus Counselor	Fewer discipline referrals	🟠	🟠		
3) Conduct guidance lessons targeting appropriate treatment of others, kindness, friendship, tolerance, bullying, etc...	Campus Administration; Campus Counselor	Fewer discipline referrals	🟠	🟠		
4) Provide staff development on recognizing and preventing bullying behaviors	Campus Administration; Campus Counselor	Improved student behavior observed, fewer discipline referrals	🟠	✔️		
5) Implement "Success for Teens" during ACE time	Campus Administration, Campus Counselor, ACE Teachers	Improved student relations	🟠	🟠		
6) Plan staff celebrations	Campus Administration; Campus Counselor; Sunshine Committee	Improved teacher and staff morale	🟠	🟠		
7) 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	🟠	✔️		
8) Teacher and Support Staff Member of the Year	Campus Administration	Improved Teacher and Staff morale	🟠	🟠		
9) Increase rewards for perfect attendance each semester	Campus Administration, Classroom Teachers, Campus Counselor	Improved attendance rate each six weeks	🟠	🟠		
10) Reward perfect attendance at end of year awards ceremony	Campus Counselor	Improved attendance rate	⚪	⚪		

| 11) Investigate the continuation of the Leadership in Training program in 6th Grade from the Intermediate School | Campus Administration; Campus Counselor; Selected Club Sponsor | Positive student involvement | ◔ | ◔ | | |

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Goal 3: Celina Middle School will increase community and parent involvement in the schools and communication among all stakeholders in the district.

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	Some Progress	Some Progress		
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	No Progress	Accomplished		
3) Document a minimum of two positive contacts home per week in CIA Notebooks	Campus Administration; Classroom Teachers	Increase parent contacts and parent feedback	Considerable	Considerable		
4) Inform parents about importance of attendance for academic performance as well as school funding	Campus Administration	Improve attendance rate	Some Progress	Considerable		
5) Include additional forms on school website (ex. Permission slips)	Office Staff	Increase parent feedback	Some Progress	Some Progress		
6) Continue to post campus newsletter on campus website	Office Staff; Classroom Teachers	Increase communication between the school and parents; parent feedback	Accomplished	Accomplished		
7) Push towards 100% campus staff membership support for PTA	Campus Administration	Increased percentage of staff as members in PTA over previous year	Some Progress	Some Progress		
8) 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	Some Progress	Accomplished		

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Goal 3: Celina Middle School will increase community and parent involvement in the schools and communication among all stakeholders in the district.

Performance Objective 2: The campus will improve two-way 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) Continue the use of student planner with agreed upon campus-wide procedures	Campus Administration; Classroom Teachers	Improved academic achievement, increased communication with parents	◔	✔		
2) 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	◔	◔		
3) Increase use of emails and teacher websites to communicate with parents and students	Campus Administration; Technology Department; Classroom Teachers	Increased communication with parents	◔	✔		
4) Use information gathered from parent survey to improve communication and campus operations	Campus Administration; All Staff	Improved communication with stakeholders	◔	✔		
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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	Increase in number of student teachers	◐	◔		
2) Create the most productive and meaningful mentoring program for all staff new to the campus	District Director of Instruction	Program established for mentoring all new staff to the district, effectiveness of program measured by meeting with new staff and mentors at the conclusion of the year for evaluation of program	◔	◔		
3) Continue to use TEAM planning periods to collaborate with and mentor colleagues	Campus Administration; Campus Counselor; Classroom Teachers	Increased communication between staff members	◔	✔		
4) Utilize PD360 for ongoing teacher and staff professional development	Campus Administration; District Director of Instruction; All Staff	Report noting use of PD360, Classroom walk-through data	◐	◐		
5) Promote teacher recognition programs	Campus Administration; District Director of Instruction	Increased morale and staff motivation	◔	◔		
6) 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) Promote and provide ongoing professional staff development through Region 10, PD360, etc.	Campus Administration; District Director of Instruction	Increased education and knowledge of staff resulting in excellence in teaching	Considerable	Accomplished		
2) Continue to provide staff training for AWARE products. Utilize Region 10 consultant to train and update	District Director of Instruction	Region 10 staff utilized/scheduled for training, workshop will detail reports on attendance, and/or sign-in sheets/certificates from Region 10 trainings	Considerable	Considerable		
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State Compensatory

Budget for Celina Middle School:

Account Code	Account Title	Budget

Personnel for Celina Middle School:

Name	Position	Program	FTE

2012-2013

Committee Role	Name	Position	Signature
Classroom Teacher	Jaime Carey	Sixth Grade Teacher	
Classroom Teacher	Julie Hall	Eighth Grade Teacher	
Classroom Teacher	Paula Moore	Special Education Teacher	
Classroom Teacher	Kristy Robinson	Sixth & Seventh Grade Teacher	
Community Representative	Kris Sudberry	Parent/Community Member	
Non-classroom Professional	Janet Calvert	Principal	
Non-classroom Professional	Lori Gibbs	Assistant Principal	
Non-classroom Professional	Melanie Jackson	Counselor	
Parent	Leticia Gibbs		
Parent	April White		