

West Orange Cove Independent School District

West Orange Stark Middle School

2019-2020 Campus Improvement Plan

Accountability Rating: F



Mission Statement

West Orange-Stark Middle School will educate and foster the growth and development of well-rounded students in a safe, continuously evolving environment. Through collaboration with all stakeholders, our students will be equipped to take a positive role in society as productive citizens and develop their personal commitment to life-long learning.

Vision

Through academic excellence, value added mindset, and STALLION PRIDE, West Orange ~ Stark Middle School will transform into a premier middle school where purposeful intent, sincere commitment, and uncompromisable excellence produce an environment where students and teachers ... think of the unthinkable, do the impossible, and teach and learn without limits.

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Comprehensive Needs Assessment

Needs Assessment Overview

Area 1: Student Achievement

- Close student achievement gaps in all core subjects
- Continue to make improvements and advancements in instructional programs
- Create student self-monitoring systems to promote student awareness of progress
- Track all student groups, including special education students, using state academic assessments and benchmark test results
- Improve general education interventions and supports. Implement an early warning monitoring system that provides timely information about students who are academically at risk
- Use math/reading universal screeners & benchmarks to strengthen RTI referral process
- Continue extended-day programs for students at-risk of failing STAAR assessments

AREA 2: Staff Quality, Retention, and Recruitment

- Recruit, train, and support administrators in their development of instructional leaders
- Use multiple measures to identify highly-qualified instructors
- Cultivate and capitalize on instructional leadership and instructional development
- Prepare and support teachers for the specific challenges posed by working in a high needs instructional environment
- Evaluate effectiveness of professional development programs
- Continue to actively recruit teachers from diverse backgrounds
- Request additional science and social studies instructional positions

Area 3: Family & Community Involvement

- Increase family and community involvement in all instructional activities
- Increase family and community member involvement in school decisions through committees and organizations
- Provide all stakeholders with opportunities to increase their understanding of families' background, culture, and goals for students
- Increase two-way communication between school and home
- Continue to build a strong PTA by increasing membership among all stakeholders

Area 4: Curriculum & Instruction

- Curriculum, lesson plans, instruction, and assessments in all core areas aligned and modified with the rigor of state assessments
- Integrate curriculum horizontally across core areas
- A well-defined comprehensive, system-wide pyramid of interventions
- Increase reading and writing fluency in all grade levels
- Staff development provided in the areas of IEP implementation
- Opportunities for teachers to improve instructional delivery through observations of model teaching

Area 5: School Context & Organization

- Fill the gaps in communication among all departments
- Regain respect among the community
- Set high expectations
- Celebrate successes (ALL)
- Improve transitions between all campuses

Area 6: Technology

- Need a long term plan for maintaining and updating equipment/software on all campuses.
- Technology training needs to be done at appropriate times and by using hands on methods

Area 7: School Culture and Climate

- Increase the opportunities for parent participation
- Increase school pride and respect among staff, students, and parents

Area 8: Demographics

- Continue to use interventions and communication to improve attendance rates
- Build on the trends of increased enrollment through communication and through the promotion of a positive district and campus image

Student Achievement

Student Achievement Summary

WOSMS STAAR Results:

Grade	Subject	2018	2019	Difference
6	Reading	44	38	-6
6	Math	48	53	+5
7	Reading	47	55	+8
7	Math	36	46	+10
7	Writing	43	51	+8
8	Reading	64	73	+9
8	Math	48	72	+24
8	Science	32	61	+29
8	Soc. Stds.	30	39	+9

Student Achievement Strengths

Algebra 1 students had a 100% passing rate.

We made tremendous growth in 8th grade reading and math.

We made an increase in the mastery level scores in 7th rgrade reading and math.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: We need to improve growth in all areas, especially sixth grade reading and math. **Root Cause:** 6th grade growth in reading and math was minimal.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data

Student Data: Student Groups

- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- STEM/STEAM data
- Section 504 data
- Homeless data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Annual dropout rate data
- Attendance data
- Discipline records

Employee Data

- Professional learning communities (PLC) data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

- Parent engagement rate

Support Systems and Other Data

- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results

Goals

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 1: Increase student growth and mastery level scores to meet the state average on the STAAR assessment.





Evaluation Data Source(s) 1: Improved academic growth in students
Improved performance on unit assessments and STAAR

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy Additional Targeted Support Strategy 1) Student-led activities Technology integration	Principal Dean of Instruction Assistant Principals Numeracy Coach Literacy Coach Teachers	Progress in student achievement Increased student usage of technology to enhance learning.				
Additional Targeted Support Strategy 2) Academic vocabulary development for all students	Principal Dean of Instruction CILT Teachers	Increased vocabulary growth; improved performance on unit assessments and STAAR				
3) Students will use journal writing to reinforce writing skills and to explain processes, experiments, record findings, record data, and to enhance literacy; students will share writing	Principal Dean of Instruction CILT Teachers	Evidence of improved writing skills in all subjects; improved performance on unit assessments and STAAR				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy 4) Increase focus on the student learning expectation and essential question	Principal Dean of Instruction Literacy Coach Numeracy Coach Assistant Principals Teachers	Student grades Formative/summative assessments Unit assessments RPM Boards				
Targeted Support Strategy 5) Continue implementing the writing process (Writing by Colors writers' workshop)	Principal Dean of Instruction Assistant Principals Literacy Coach ELAR Teachers	Strengthen students writing across the curriculum Student grades Formative/summative assessments Unit assessments				
Targeted Support Strategy 6) Continue Balanced Literacy program into reading curriculum	Principal Dean of Instruction Literacy Coach ELAR Teachers Inclusion Teachers Inclusion Aides	Increased frequency of small group instruction Student Grades Formative/summative Assessments Unit Assessments				
Targeted Support Strategy 7) Inclusion support for special education students	Principal Dean of Instruction Numeracy Coach Literacy Coach Inclusion CILT member ELAR Inclusion Teacher Math Inclusion Teacher Inclusion Aides	Student grades Formative/summative assessments Unit assessments				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy 8) Students will receive RTI support through small group intervention and Imagine Learning/computer based intervention, before and after school tutorials, and small group instruction	Principal Dean of Instruction Literacy Coach Numeracy Coach Teachers	Progress Monitoring Student grades Formative and summative assessments Unit assessments				
Targeted Support Strategy 9) Integrate advanced academic programs that meet students' individual needs for all identified gifted and talented/advanced students Incorporate Spring Board curriculum in advanced reading classes Algebra Curriculum/EOC Administer PSAT to students in Algebra and Advanced ELAR course	Principal Dean of Instruction Assistant Principals Literacy Coach Numeracy Coach Counselor Advanced Courses Teachers	Increase in the performance of students in advanced academic classes Increase STAAR mastery levels				
10) Intervention programs to meet students individual educational needs such as: Dyslexia, at-risk, ESL, 504, special education, gifted and talented All students will engage in imagine learning during the school day (stampede).	Principal Dean of Instruction Allison, Assistant Principals Literacy Coach Numeracy Coach Dyslexia Teacher Counselor Diagnostician ESL Teacher Teachers	Growth in performance on STAAR and unit assessments				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>						

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 2: WOSMS will achieve overall student attendance rate at 95% or higher

Evaluation Data Source(s) 2: Improved attendance

Summative Evaluation 2: Met Performance Objective

High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy 1) Attendance incentives each cycle and end of the year	Principal Dean of Instruction Attendance Clerk Literacy Coach Numeracy Coach CILT Teachers	Growth in performance in classes and on STAAR and unit assessments				
Funding Sources: 211 - ESEA Title I, Part A - 0.00						

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 3: Students will take ownership of their own academic progress

Evaluation Data Source(s) 3: Student grades

Formative/summative assessments

Unit assessments

STAAR Results

Summative Evaluation 3: Some progress made toward meeting Performance Objective

High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy 1) Students will work with teachers to track their progress toward appropriate individual goals	Principal Dean of Instruction Assistant Principals Literacy Coach Numeracy Coach Counselor Teachers	Campus wide student tracking form Student grades Formative and summative assessments Unit assessments STAAR results				

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 4: Decrease the number of discipline offenses

Evaluation Data Source(s) 4: Discipline reports from Skyward

Summative Evaluation 4: Significant progress made toward meeting Performance Objective

High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) CHAMPS Verbal reinforcement Increased positive communication No referral incentives	Principal Dean of Instruction Assistant Principals CILT Teachers Instructional Aides	Decrease in disciplinary referrals, suspensions, ISS, and AAC referrals Increase in personal and school pride				





Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 5: WOSMS will ensure the safety of our students and staff when they are on our campus and provide a productive environment conducive to learning.

Evaluation Data Source(s) 5: Continue to have a safe environment for our students and staff
CHAMPS

Summative Evaluation 5: Met Performance Objective

High Priority





Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy 1) Safe and Drug Free Schools CHAMPS WOCCISD Police Dept. Increased security cameras on campus Building security system Emergency drills and procedures	Principal Dean of Instruction Assistant Principals Counselor CILT Teachers Inclusion Aides	Continue to have a safe environment for our students and staff				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>						

Goal 2: WOCCISD will upgrade technology throughout the system.

Performance Objective 1: WOSMS will increase student engagement through the use of technology.

Evaluation Data Source(s) 1: Panels, Chromebooks, mobile technology labs, document cameras, projectors, laptops

Summative Evaluation 1: Met Performance Objective





Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy 1) Utilize panels for interactive lessons Increase the usage of chrome books in core classes	Principal Dean of Instruction Technology Director Assistant Principals Literacy Coach Numeracy Coach Teachers	Students have the opportunity to utilize technology with lessons and activities				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 2: WOCCISD will upgrade technology throughout the system.

Performance Objective 2: WOSMS will increase use of teacher use of technology in instruction.

Evaluation Data Source(s) 2: panels, chrome books, document cameras, interactive instructional tools

Summative Evaluation 2: Some progress made toward meeting Performance Objective



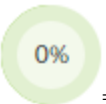

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy 1) Update wireless network infrastructure	Technology Director	Increased use of technology in instruction				
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Goal 3: WOCCISD will provide opportunities to increase family involvement.

Performance Objective 1: Increased school and community involvement

Evaluation Data Source(s) 1: Family access, Communication to parents, Documentation Logs

Summative Evaluation 1: Significant progress made toward meeting Performance Objective


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy 1) Increased opportunities for student campus involvement	Principal Dean of Instruction Assistant Principals CILT All Teachers	Sporting and Extra-curricular activities UIL Student organizations Student programs				
Targeted Support Strategy 2) Increase parental Involvement	Principal Dean of Instruction Librarian CILT Teachers	Parent volunteers Muffins with Mom Donuts with Dad Goodies with Grandparents Book fair family night Meet the teacher Sporting events Campus programs				
Funding Sources: 211 - ESEA Title I, Part A - 3617.49						
3) Blackboard call-out system	Principal Dean of Instruction Assistant Principals	Number of Call-outs Tech-connect				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 3: WOCCISD will provide opportunities to increase family involvement.

Performance Objective 2: Increase positive parent/guardian communication

Evaluation Data Source(s) 2: Parental Contact Documentation Logs

Summative Evaluation 2: Significant progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Use a variety of methods to communicate with family and community	Principal Dean of Instruction Assistant Principals Literacy Coach Numeracy Coach Teachers	Utilize email, phone calls, face to face conversations as a means to communicate with parents and community Increased parental and community involvement Campus Web page				
						

Goal 4: WOCCISD will maintain a quality staff.

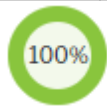

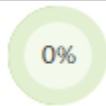

Performance Objective 1: Prepare and support teachers for the specific challenges posed by working in a high needs environment

Evaluation Data Source(s) 1: Teacher of the Month

Grade level/department lunches
Positive reinforcement, interaction
Mentor/Buddy programs
New Teacher meetings

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy 1) Subject specific mentor/buddy system Grade level meetings and campus layout Incentives for math and science PLCs Collaborative planning	Principal Dean of Instruction Literacy Coach Numeracy Coach Assistant Principals CILT Mentor teachers	Smaller teacher turn-over rate				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 4: WOCCISD will maintain a quality staff.


Performance Objective 2: Ensure a qualified teaching staff that employs leading-edge instructional techniques

Evaluation Data Source(s) 2: Instruction reflects higher levels of learning T-TESS evaluations, walkthroughs, and written documentation
 Purposeful professional development
 Professional Learning Communities (PLC)


Summative Evaluation 2:

High Priority


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy 1) Provide campus based staff development focusing on rigor and lesson plan development through individual, department, and campus activities	Principal Dean of Instruction Literacy Coach Numeracy Coach CILT Teachers	Instruction reflects higher levels of learning, T-TESS evaluations, walk-throughs, and written documentation				
2) WOSMS will hire highly qualified teachers in 100% of classrooms.	Principal Dean of Instruction Literacy Coach Numeracy Coach Assistant Principals CILT Members	Students will receive quality education.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue


Goal 5: WOCCISD will promote a positive image.

Performance Objective 1: WOSMS will provide communication through district approved media outlets.


Evaluation Data Source(s) 1: WOSMS will communicate with parents and community using appropriate social media, call-outs, email, newsletters, and campus and district websites.

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy 1) The campus will maintain an up-to-date website.	Principal Dean of Instruction Assistant Principals Director of Technology Director of Communications Campus Webmaster	Photos, calendar, and announcements will reflect current activities.				
2) WOSMS will use the call-out system and post to Facebook to communicate campus activities.	Principal Dean of Instruction Assistant Principals Director of Technology Director of Communication Campus Webmaster	District Facebook account Call-out system				




100% = Accomplished



= Continue/Modify



0% = No Progress



= Discontinue

State Compensatory

Budget for West Orange Stark Middle School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6200 Professional and Contracted Services		
199.11.6219.57.041.0.31.828	6219 Professional Services	\$3,800.00
199.11.6249.57.041.0.31.828	6249 Contracted Maintenance & Repair	\$1,000.00
6200 Subtotal:		\$4,800.00
6300 Supplies and Services		
199.11.6399.57.041.0.31.828	6399 General Supplies	\$35,409.00
6300 Subtotal:		\$35,409.00
6400 Other Operating Costs		
199.13.6411.57.0.41.0.31.828	6411 Employee Travel	\$2,200.00
199.11.6412.57.041.0.31.828	6412 Student Travel	\$7,500.00
199.11.6499.57.041.0.31.828	6499 Miscellaneous Operating Costs	\$1,147.00
6400 Subtotal:		\$10,847.00

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Brodrick McGrew	Principal	WOSMS	1.0
Darcus Cook	Literacy Coach	WOSMS	1.0
Tiffany Richard-Brown	Academic Dean	WOSMS	1.0

Campus Instructional Leadership Team

Committee Role	Name	Position
Administrator	Tiffany Richard-Brown	Dean of Instruction
Administrator	Brock McGrew	Principal
Administrator	Brock McGrew	Principal
Administrator	Tiffany Richard-Brown	Dean of Instruction
Non-classroom Professional	Darcus Cook	Literacy Coach
Non-classroom Professional	Amina Bilal	Numeracy Coach
Classroom Teacher	Lashonda Culpepper	Writing Teacher
Classroom Teacher	Jennifer Watson	Reading Teacher
Classroom Teacher	Laura Lemmond	Math Teacher
Classroom Teacher	Jessica Tant	Social Studies Teacher
Classroom Teacher	Katie Faulk	Science Teacher
Administrator	Denise Willingham	Assistant Principal
Classroom Teacher	Brandon Allison	Assistant Principal
Non-classroom Professional	Starla Alexander	Inclusion Teacher

Campus Funding Summary

211 - ESEA Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1			\$0.00
3	1	2			\$3,617.49
Sub-Total					\$3,617.49
Grand Total					\$3,617.49