

Ector County Independent School District

Bowie Middle School

2023-2024 Campus Improvement Plan



Board Goals

Board Goal 1: Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 1: Students Meeting or Exceeding individual growth projections on Math MAP will increase from 2023 53% Math (2022 49%) to District Goal of 60% MAP by May 2024.





High Priority

Indicators of Success:

Growth (MAP) - % of student end of year RIT score met or exceeded individual growth projections based upon MAP - 2024 Goal: 58%

Evaluation Data Sources: MAP 2023 fall and MAP 2024 EOY

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will use 2023 Math EOY MAP data for data tracking, and update with Math BOY MOY EOY (Beginning of Year, Middle of Year, and End of Year). Teachers will chart this progress electronically and in display form so that teachers and students know their data and keep it in the forefront of instructional planning and delivery. Students will set goals and teachers and students will celebrate growth.</p> <p>Strategy's Expected Result/Impact: Students will show growth and track their own data for successes.</p> <p>Staff Responsible for Monitoring: Campus Admin, MCLs, content leads, and students tracking their own data.</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will engage parents in the process by setting meetings with parents at Middle of the Year Math MAP data, to set goals and talk about student progress on Math MAP goals. Parents will have input on and be a partner with improving student achievement through frequent and quality feedback from the school with Math data reports and progress reports to parents through the School Status software and phone calls.</p> <p>Strategy's Expected Result/Impact: 80% of students will meet their MOY and EOY Math MAP targeted growth.</p> <p>Staff Responsible for Monitoring: Classroom teachers, Admin,</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
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Board Goal 1: Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 2: Students Meeting or Exceeding individual growth projections on Reading MAP will increase from 2023 42% (40% 2022) to District Goal of 60% Reading MAP by May 2024.





High Priority

Indicators of Success:

Growth (MAP) - % of student end of year RIT score met or exceeded individual growth projections based upon MAP - 2024 Goal: 58%

Evaluation Data Sources: MAP 2023 fall and MAP 2024 EOY

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will use 2023 Reading EOY MAP data for data tracking, and update with BOY MOY Reading EOY (Beginning of Year, Middle of Year, and End of Year). Teachers will chart this progress electronically and in display form so that teachers and students know their data and keep it in the forefront of instructional planning and delivery. Students will set goals and teachers and students will celebrate growth.</p> <p>Strategy's Expected Result/Impact: Students will show growth and track their own data for move up.</p> <p>Staff Responsible for Monitoring: Campus Admin, MCLs, content leads, and students tracking their own data.</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will engage parents in the process by setting meetings with parents at Middle of the Year Reading MAP data, to set goals and talk about student progress on Reading MAP goals. Parents will have input on and be a partner with improving student achievement through frequent and quality feedback from the school with Reading data reports and progress reports to parents through the School Status software and phone calls.</p> <p>Strategy's Expected Result/Impact: 80% of students will meet their MOY and EOY Reading MAP targeted growth.</p> <p>Staff Responsible for Monitoring: Classroom teachers, Admin,</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
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Board Goal 1: Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 3: Students in grade 6 through 8 (reading) will close learning gaps by showing a 24% increase in STAAR Meets in reading. We will reach 60% Meets in Reading STAAR 2024.

(2022 STAAR showed Bowie Meets 30% Reading.) (2023 STAAR preliminary show Meets 36% Reading).





High Priority

Indicators of Success:

6th grade reading or math on grade level - % of 6th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2024 Goals: Reading - 37%, Math - 47%, 8th grade reading or math on grade level - % of 8th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2024 Goal: Reading - 55%, Math - 55%

Evaluation Data Sources: 2024 State STAAR Accountability will show that Bowie increased 24% in each of Reading and to move to A or B status with accountability for 2024.

Strategy 1 Details	Reviews			
<p>Strategy 1: Bowie has 2 Reading MCLs (Multi Classroom Leads) as a part of the district's Opportunity Culture. These Multi Classroom Leads work closely with teachers daily in their PLC (Professional Learning Communities). They follow YAG (Year at A Glance), pacing, backward planning, and data informed instruction. This process is valued and ongoing. They conduct coaching and feedback cycles with their teachers. Bowie is seeking one RA (Reach Associate to assist in 7th Reading class to assist the MCL (Multi Classroom Leader) in order to broaden the reach of her expertise.</p> <p>Strategy's Expected Result/Impact: Students will show increased scores on Reading SCA, MAP and 2024 STAAR accountability</p> <p>Staff Responsible for Monitoring: IC, MCL and admin team</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Funding Sources: Teacher Lead Stipend for leading and coaching team (not eligible for other stipends) - Title One School-wide - \$4,000, 2 Reading MCLs, and 1 RA part of the Opportunity Culture Model - Title One School-wide - \$67,000, After School Tutoring ESSR and PD - ESSER III - \$97,000</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Assistant Principal assigned to Reading content and follows the progress of Reading from Planning, PLCs, and through Data meetings and Data Response meetings. This assistant principal will attend and support high quality planning and lesson planning design, and will attend each PLC at least twice weekly. This alignment will allow the assistant principal to become more engaged and familiar with the content and work more closely with campus content teachers and district content coordinators to improve content rigor and depth in the instructional classroom. The assistant principals will conduct walkthroughs on the same content teachers and provide meaningful and quality feedback to the teachers in a timely manner.</p> <p>Strategy's Expected Result/Impact: 2024 STAAR results will show 60% Meets in Reading.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: Professional Development for Reading (Coaching and Feedback - JobEmbedded) - Title One School-wide - \$40,000</p>	Formative			Summative
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<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>				

Board Goal 1: Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 4: Students in grade 6 through 8 Math will close learning gaps by showing a 31% increase in STAAR Meets in math. We will reach 60% Meets in Math. (2022 STAAR showed Bowie Meets 21% Math.) (2023 STAAR preliminary showed Bowie Meets 29% Math).





High Priority

Indicators of Success:

6th grade reading or math on grade level - % of 6th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2024 Goals: Reading - 37%, Math - 47%, 8th grade reading or math on grade level - % of 8th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2024 Goal: Reading - 55%, Math - 55%

Evaluation Data Sources: 2023 State STAAR Accountability will show that Bowie increased 20% in Math to move to A or B status with accountability for 2023

Strategy 1 Details	Reviews			
<p>Strategy 1: Bowie has two high quality Math MCLs (Multi Classroom Leads) who have earned Teacher Incentive Allotment status. These Multi Classroom Leads work closely with teachers daily in their PLC (Professional Learning Communities). They follow YAG (Year at A Glance), pacing, backward planning, and lead data informed instruction discussions. They conduct daily coaching and feedback cycles with their teachers. This process is valued and ongoing.</p> <p>Strategy's Expected Result/Impact: Students will show increased scores on Math SCA, MAP and 2023 STAAR accountability</p> <p>Staff Responsible for Monitoring: IC, MCL and admin team</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Funding Sources: 2 Math MCLs (one 6th and one 7th) - Title One School-wide - \$34,000</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Assistant Principal and Principal assigned to Math content and follows the progress of Math from Planning, PLCs, and through Data meetings and Data Response meetings. This assistant principal will attend and support high quality planning and lesson planning design, and will attend each PLC at least twice weekly. This alignment will allow the assistant principal to become more engaged and familiar with the content and work more closely with campus content teachers and district content coordinators to improve content rigor and depth in the instructional classroom. The assistant principals will conduct walkthroughs on the same content teachers and provide meaningful and quality feedback to the teachers in a timely manner.</p> <p>Strategy's Expected Result/Impact: 2024 STAAR results will show 60% Meets in Math.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: Professional Development for Math (Coaching and Feedback - JobEmbedded) - Title One School-wide - \$40,000</p>	Formative			Summative
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Board Goal 1: Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 5: Bowie will grow the number of students who enroll in 8th Grade Algebra 1 with a goal of reaching 40% enrolled in Alg 1 by end of year 2026.

High Priority





HB3 Board Goal

Indicators of Success:

English I and Algebra I college ready - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 2024 Goal: Eng I - 50%, Alg I - 61%

Evaluation Data Sources: Enrollment percentage based on the number of students who successfully achieve Meets level on their 7th grade Math 2023 STAAR results.

Strategy 1 Details	Reviews			
<p>Strategy 1: Bowie will hire and retain a highly qualified Algebra 1 teachers for school year 2023 - 2024, Strategy's Expected Result/Impact: Bowie will retain a highly qualified Algebra 1 teacher for 2023 2024 school year, with a goal of 100% of students passing Algebra 1 for 2024 STAAR. Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Assistant Principal assigned to Algebra content and follows the progress of Algebra 1 instruction from Planning, PLCs, and through Data meetings and Data Response meetings. This assistant principal will attend and support high quality planning and lesson planning design, and will attend each PLC at least twice weekly. The Assistant Principal will work closely with the district coordinator over Algebra 1 in planning and quality resources and support for rigorous teaching.</p> <p>Strategy's Expected Result/Impact: The classroom Algebra 1 teacher will feel supported and grow students to 100% passing of the STAAR 2024 test.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, District Math Coordinator</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
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Board Goal 2: Goal 2: The percentage of 3rd grade students reading at or above grade level will increase from 35% to 45% by May 2024.

Board Goal 3: Goal 3: The percentage of high school graduates considered College, Career, or Military Ready will increase from 56% to 65% by May 2024.





Performance Objective 1: Bowie Middle School will increase college and career readiness by creating equitable opportunities for students to develop instructional routines that support secondary academic success which leads to post-secondary and career readiness which will increase the number of students accepted into choice school by 5% by May 2023.

Indicators of Success:

Postsecondary enrollment - % of graduates who complete a technical, two-year, four-year certificate or degree program or four years of service in the military within six years of their high school graduation date - 65%

Evaluation Data Sources: The number of students who are accepted into choice high schools will increase from 15% to 20%. (15% of our 8th graders were accepted into a choice high school in May 2023.)

Strategy 1 Details	Reviews			
<p>Strategy 1: Bowie AVID Site team will hold bimonthly professional development on AVID organization with cross grade level consistency.</p> <p>Strategy's Expected Result/Impact: MAP will show 10% increase in number of students who met targeted growth from May 2023 to May 2024</p> <p>Staff Responsible for Monitoring: Bowie AVID site team, admin</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Bowie AVID Site team will hold bimonthly professional development in PLCs (or after the Bell) on Open Ended Response strengthening with note-taking and annotation strategies.</p> <p>Strategy's Expected Result/Impact: 2024 STAAR results will show 30% Meets in Reading</p> <p>Staff Responsible for Monitoring: Bowie AVID site team, admin, Reading MCLs</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will make sure that the majority of Exit slips and daily summative assessments incorporate student purposeful talk, student discussion and open-ended responses.</p> <p>Strategy's Expected Result/Impact: Bowie will show an increase of students, Emerging Bilinguals, who exit ESL increase by 10% from May 2023 to May 2024</p> <p>Staff Responsible for Monitoring: MCLs, Admin team, content leads</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
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Board Goal 3: Goal 3: The percentage of high school graduates considered College, Career, or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 2: Bowie Middle School will increase School Connectedness - Panorama results from 32% to 50% for the 2023-2024 school year.

Indicators of Success:

School Connectedness - The belief held by students that adults and peers in the school care about their learning as well as about them as individuals - 2024 Goal: 63%

Evaluation Data Sources: Spring 2024 survey data will show School Connectedness move from a 32% to a 50%.

Strategy 1 Details	Reviews			
<p>Strategy 1: Assistant Principal's roles and responsibilities realigned so that each is assigned one grade level. One assigned as the 6th Grade principal, one assigned as the 7th grade principal, and one assigned as the 8th grade principal. These principals will work with their grade level to build positive relationships to improve students campus experiences.</p> <p>Strategy's Expected Result/Impact: Student connectedness results in fall of 2023 and spring of 2024 will showed marked increase as the grade level principal works closely with students and families to build positive relationships. We expect to move from a 32% to a 50% School Connectedness.</p> <p>Staff Responsible for Monitoring: Admin, assistant principals</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Bowie teachers will use the Pre-Referral checklist which tiers behavior, which includes specific classroom strategies for the teacher to employ to strengthen positive classroom management, in redirecting students to engage in the classroom learning environment.</p> <p>Strategy's Expected Result/Impact: Classroom referrals will decrease 5% from May 2023 to May 2024.</p> <p>Staff Responsible for Monitoring: classroom teachers, administration</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Board Goal 3: Goal 3: The percentage of high school graduates considered College, Career, or Military Ready will increase from 56% to 65% by May 2024.





Performance Objective 3: Bowie Middle School will increase student Sense of Belonging - Panorama results from 33% (2022 results) to 50% for the 2024 school year.

Indicators of Success:

School Connectedness - The belief held by students that adults and peers in the school care about their learning as well as about them as individuals - 2024 Goal: 63%

Evaluation Data Sources: Panorama Fall 2023 and Spring 2024 survey data will show Sense of Belonging will increase to 50% for the 2023 school year.

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus will realign the three counselors to be Grade Level Counselors so that they each work with a grade level community instead of random assistance.</p> <p>Strategy's Expected Result/Impact: Students will feel an increased sense of belonging that an adult cares about them per the Panorama survey, and will show increased percentage from Fall 2023 to Spring 2024 from 33% (2022 results) to 50% for the 2024 school year.</p> <p>Staff Responsible for Monitoring: grade level counselors, admin, teachers</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: 100% of Teachers will each write and post their individual teaching Vision Statements outside their classroom door and embed the vision in their classroom culture. (This is based on 2023 school PD with Hearne and Hearne, using their "why" statement and commitment in building their legacy each and every day via their personal Vision statement.</p> <p>Strategy's Expected Result/Impact: Teachers will work more closely with students in a positive manner as evidenced with an increase in Panorama student belonging results from Fall 2023 to Spring 2024 to increase school connectedness from 33% (2022 results) to 50% for the 2024 school year.</p> <p>Staff Responsible for Monitoring: classroom teachers, admin</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: School wide replacement of student desks in classrooms and library - Title One School-wide - \$75,000</p>	Formative			Summative
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Board Goal 3: Goal 3: The percentage of high school graduates considered College, Career, or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 4: Campus will work diligently to increase campus attendance rate from 91% to 95% by May 2024.

High Priority

Indicators of Success:

Attendance - % of student daily attendance - 2024 Goal: 95%

Evaluation Data Sources: Weekly attendance from Attendance Dash board and daily School Status attendance rate.

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus will form an Attendance committee made up of Dean of Students, Grade Level APs, teachers, and work weekly on attendance, look at data, and make a plan to increase campus attendance.</p> <p>Strategy's Expected Result/Impact: Campus will work diligently to increase campus attendance rate from 91% to 95% by May 2024.</p> <p>Staff Responsible for Monitoring: Dean of Students, Teachers, clerks, Attendance committee, Principal, SAS liaison</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: Incentive reward items for attendance - Local - \$2,500</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will receive back to school intense training in the TTESS rubric to make note and highlight the "opportunity" features listed in each of the dimensions, paying attention to "academic and social emotional success" listed in the rubric, and will choose an area from Domain II (instruction) to incorporate into their individual TTESS goals for</p>	Formative			Summative
	Oct	Jan	Mar	May

growth.

Strategy's Expected Result/Impact: Campus will work diligently to increase campus attendance rate from 91% to 95% by May 2024.

Staff Responsible for Monitoring: Dean of Students, Teachers, clerks, Attendance committee, Principal, SAS liason

Title I:

2.4

- **TEA Priorities:**

Build a foundation of reading and math, Improve low-performing schools

- **ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing



No Progress



Accomplished



Continue/Modify



Discontinue