

**Spring Independent School District**  
**Dueitt Middle School**  
**2018-2019 Campus Improvement Plan**



# Comprehensive Needs Assessment

Revised/Approved: August 09, 2018

## Demographics

### Demographics Summary

Total 1168

Title I - 904 - 77%

SPED 117 - 10%

LEP 149 - 13%

Immigrant 18 - 2%

Migrant 0

GT 89 - 8%

### Demographics Strengths

Evenly diversified student population.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** Over 50 Percent at risk student population. **Root Cause:** Students not passing STAAR.

## **Student Academic Achievement**

### **Student Academic Achievement Summary**

Student Achievement 67 out of 100 - Met Standard

School Progress 72 out of 100 - Met Standard

Closing The Gaps 63 out of 100 - Met Standard

### **Student Academic Achievement Strengths**

School Progress 72 out of 100 - Met Standard

Students performance increase overtime

### **Problem Statements Identifying Student Academic Achievement Needs**

**Problem Statement 1:** Closing achievement gaps among ALL students **Root Cause:** Teaching strategies and planning

## School Processes & Programs

### School Processes & Programs Summary

Attendance Data

Student Attendance is 95.8%.

Extra curricular Programs.

### School Processes & Programs Strengths

#### 2017-2018 Data

Nationally recognized Band, Theatre Best in District, Choir recognized City Wide.

Athletic program ranked 2nd in district.

Student Attendance is 95.8%

Grade level family leaders help core group of teachers with discipline.

### Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** Parents are not well informed about school academic expectations **Root Cause:** Communication and expectations from the campus

## Perceptions

### Perceptions Summary

Parent Survey Data.

Staff Survey Data.

### Perceptions Strengths

Dedicated staff.

70% of our staff is highly engaged or engaged.

### Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Staff survey indicates we received a low rating for "I can influence decisions at my school or department". **Root Cause:** People need more avenues to have complaints and/or opinions heard.

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Student Success Initiative (SSI) data for Grades 5 and 8

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data

## Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Student surveys and/or other feedback
- School safety data

#### **Employee Data**

- Staff surveys and/or other feedback
- State certified and high quality staff data
- Teacher/Student Ratio
- T-TESS

#### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent Involvement Rate
- Community surveys and/or other feedback

#### **Support Systems and Other Data**

- Communications data

# Goals

**Revised/Approved: August 09, 2018**

**Goal 1: Reach every student: Increase our STAAR Passing rate to 60% Meeting and 80% Approaching grade level expectations in ELA/Reading, Math, Writing Science and Social Studies.**




**Performance Objective 1:** 60% of students meets and 80% approaches grade level in ELA on STAAR 2019  
 60% of students meets and 80% approaches grade level in Writing on STAAR 2019,  
 60% of students meets and 80% approaches grade level in Science on STAAR 2019  
 60% of students meets and 80% approaches grade level in Math on STAAR 2019  
 60% of students meets and 80% approaches grade level in S.Studies on STAAR 2019

**Evaluation Data Source(s) 1:** STAAR Results 2019

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Provide coaching and support through PLC's		Principal, Associate Principal, Assistant Principals, Instructional Coaches and Department Chairs	Student learning				
Funding Sources: 211 Title I, Part A - 98544.00, 199 State SCE - State Compensatory Education (PIC - 120000.00, 199 State CTE - Career & Technical Education (PIC - 120000.00, 199 General Fund - 150000.00							
<b>Comprehensive Support Strategy</b> 2) Math Coach		Principal	Increased student achievement				
Problem Statements: Demographics 1 Funding Sources: 199 State SCE - State Compensatory Education (PIC - 60000.00							
<b>Comprehensive Support Strategy</b> 3) Literacy Coach		Principal	Increased Student Achievement				
Problem Statements: Demographics 1 Funding Sources: 211 Title I, Part A - 60000.00							



4) Student Support Specialist	Principal	Increased Student Achievement				
	Problem Statements: Demographics 1 Funding Sources: 199 State SCE - State Compensatory Education (PIC - 60000.00)					
5) Intervention class allowing teachers to provide RtI Tier 2 &3 interventions	Assistant Principals	Fewer students moving to RtI Tier 2				
6) Provide Subject specific tutorials on Saturdays, before, and after school.	Principal, Associate Principal and Grade Level Assistant Principals	Increased Student Achievement				
	Problem Statements: Demographics 1 Funding Sources: 211 Title I, Part A - 1600.00, 199 State SCE - State Compensatory Education (PIC - 25480.00)					
7) Provide School Supplies for students who are unable to obtain them.	Counselors	Students will have needed supplies in class.				
	Problem Statements: Demographics 1 Funding Sources: 211 Title I, Part A - 1000.00, 211 Title I 1003 Priority/Focus School Improvement - 1132.00					
8) Provide Supplemental Instructional Materials	Instructional Coaches	Teachers will use supplemental instructional materials in interventions and tutorials.				
	Problem Statements: Demographics 1 Funding Sources: 211 Title I 1003 Priority/Focus School Improvement - 8937.00, 211 Title I, Part A - 695.00, 263 Title III, LEP - 1079.00					
9) ESL Tutor to work with students during the day.	Principal	More students Exiting form ESL				
	Funding Sources: 263 Title III, LEP - 72600.00, 261 Title III-A, Immigrant - 30000.00					
Critical Success Factors CSF 1 CSF 2 CSF 4 10) Purchase calculators for math instruction; These calculators will help the students to achieve academic success on their state assessment as well as daily classroom instruction.	2.4	Campus Testing Coordinator	8th grade students STAAR performance			
	Funding Sources: 211 Title I, Part A - 9000.00					
 = Accomplished  = Continue/Modify      0%  = Discontinue      = No Progress						

**Performance Objective 1 Problem Statements:**

<b>Demographics</b>
<b>Problem Statement 1:</b> Over 50 Percent at risk student population. <b>Root Cause 1:</b> Students not passing STAAR.

**Goal 1:** Reach every student: Increase our STAAR Passing rate to 60% Meeting and 80% Approaching grade level expectations in ELA/Reading, Math, Writing Science and Social Studies.

**Performance Objective 2:** Literacy mastery through double blocked ELA classes (all grade levels)

**Evaluation Data Source(s) 2:** Teacher developed assessments, check point assessments, benchmark data and StAAR

**Summative Evaluation 2:**

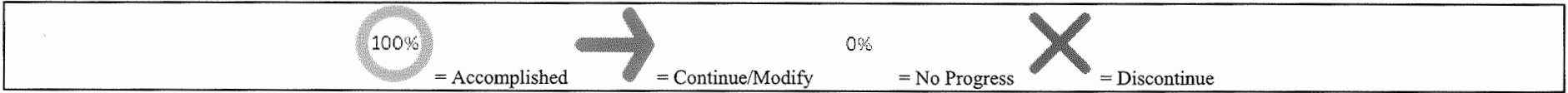
**Goal 2: Excellence in Every School: 100% Classroom utilization of Restorative Practices and CHAMPS**

**Performance Objective 1:** 80% of CWT's show instruction resulting in authentic engagement.

**Evaluation Data Source(s) 1:** Classroom Walkthrough Data

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Literacy and Math coach will provide ongoing professional development to increase engagement in the classroom.		Assistant Principals	Increased Classroom Engagement				
	Problem Statements: Demographics 1						
2) Coaches and Department Chair facilitate Department Professional Learning Community meetings.		Assistant Principal	Effective PLC meetings allowing teachers to take "at bats" and discuss best practices and fully prepare for classes.				
<b>Critical Success Factors</b> CSF 7		Principal	Implementation of District Recommended Teach Like a Champion Strategies.				
3) Provide Teach Like A Champion Books for all Teachers members.							
	Problem Statements: Demographics 1						
	Funding Sources: 211 Title I, Part A - 300.00						
4) Provide Supplemental Materials to ensure instructional alignment.		Instructional Coaches	Improved Lesson Alignment				
	Funding Sources: 211 Title I 1003 Priority/Focus School Improvement - 1200.00, 211 Title I, Part A - 710.00						
<b>Comprehensive Support Strategy</b>		Math and Literacy Coaches	Increased pass rate on round 2 of the STAAR Assessment.				
5) Provide Substitute teachers to cover classes so teachers can work with small groups on remedial instruction							
	Problem Statements: Demographics 1						
	Funding Sources: 211 Title I 1003 Priority/Focus School Improvement - 4000.00						



**Performance Objective 1 Problem Statements:**

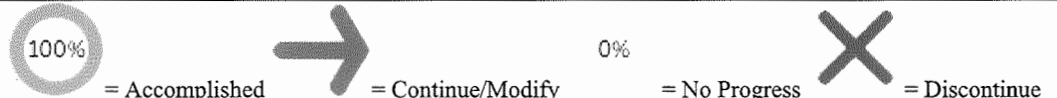
Demographics
<b>Problem Statement 1:</b> Over 50 Percent at risk student population. <b>Root Cause 1:</b> Students not passing STAAR.

**Goal 3: High Performance from every employee: 100% Highly Qualified staff teaching the entire year.**

**Performance Objective 1:** Provide buddy teachers for teachers new to the campus

**Evaluation Data Source(s) 1:** Buddy Logs

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Conduct New teacher training's quarterly		Associate Principal	Increased performance of New teachers and teacher retention				
	Funding Sources: 199 General Fund - 350.00						
2) Provide Buddies for all new teachers.		Lead Mentor	Increased Teacher Retention				
	Funding Sources: 199 General Fund - 500.00						
							

**Goal 3:** High Performance from every employee: 100% Highly Qualified staff teaching the entire year.

**Performance Objective 2:** Provide Training for teachers in AVID strategies.

**Evaluation Data Source(s) 2:** AVID Implimentation

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) AVID Institute Training.		Principal	AVID Teachers are prepared to initiate AVID strategies across the campus.				
Problem Statements: Demographics 1 Funding Sources: 211 Title I, Part A - 5565.00, 199 General Fund - 8000.00							

**Performance Objective 2 Problem Statements:**

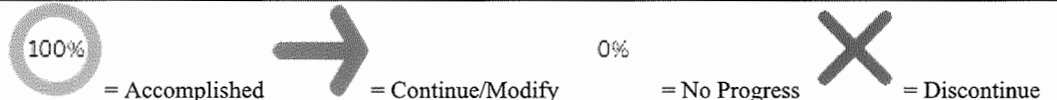
Demographics
<b>Problem Statement 1:</b> Over 50 Percent at risk student population. <b>Root Cause 1:</b> Students not passing STAAR.

**Goal 4: Engaged stakeholders in every community: 80% parent involvement in parent and community involvement activities**

**Performance Objective 1:** Increase business partnerships

**Evaluation Data Source(s) 1:** Donation acknowledgement letters.

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Make contact with businesses to establish relationships to develop partnerships.		Assistant Principal	Increased Business Partnerships				
2) Work with PTO to invite business partners for a luncheon to build relationships and new partners.		Assistant Principal	Increased number of business partners				
Funding Sources: 211 Title I, Part A - 300.00							
							

**Goal 4:** Engaged stakeholders in every community: 80% parent involvement in parent and community involvement activities

**Performance Objective 2:** Increase Parent Involvement by 20%

**Evaluation Data Source(s) 2:** Open House Sign-In sheets  
 Volunteer Hour Logs  
 PTO membership

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Assign a Parent Engagement Liaison		Principal	Increased Parent Involvement				
	Problem Statements: School Processes & Programs 1 Funding Sources: 211 Title I, Part A - 2000.00						
2) Incentivize Open House attendance		Parent Engagement Liaison	20% increase in open house attendance				
	Problem Statements: School Processes & Programs 1 Funding Sources: 199 General Fund - 100.00						
3) Campus Listening Tour		Principal, Associate Principal and counselors	To increase elementary feeder parent awareness of campus programs and support for incoming and current students				
	Funding Sources: 211 Title I, Part A - 100.00						

**Performance Objective 2 Problem Statements:**

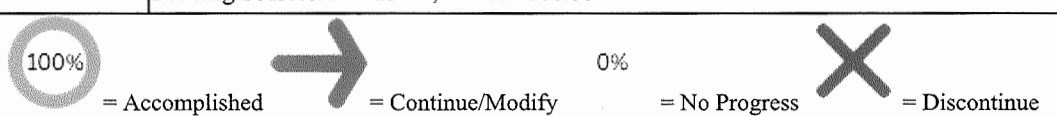
School Processes & Programs
<b>Problem Statement 1:</b> Parents are not well informed about school academic expectations <b>Root Cause 1:</b> Communication and expectations from the campus

**Goal 4:** Engaged stakeholders in every community: 80% parent involvement in parent and community involvement activities

**Performance Objective 3:** Parent Engagement Liaison to build and foster relationships

**Evaluation Data Source(s) 3:** Parent driven meetings in areas of concern

**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Coffee with Principal 5 times per school year to discuss parent academic concerns and/or ideas for campus and student improvement		Principal	Provide parent strategies to helps students academically and socially				
Funding Sources: 211 Title I, Part A - 500.00							
							



**Goal 5: Opportunities and choice for every family: 90% of students in performance activities are retained in their activity.**

**Performance Objective 1:** Extracurricular activities set on a calendar at least a semester in advance

Advertisement of Performances via website, and Marque.

**Evaluation Data Source(s) 1:** Marquee request forms.

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Provide Training for extracurricular activity sponsors on activity scheduling procedures		Principal Secretary	Activities scheduled in advance and advertised				
Problem Statements: School Processes & Programs 1							
2) Provide resources/materials for activity sponsors to ensure 90% of students are retained in their activity.		Activity Sponsors	90% of students return to their activities the following year.				

**Performance Objective 1 Problem Statements:**

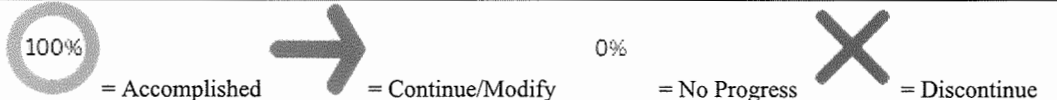
School Processes & Programs
<b>Problem Statement 1:</b> Parents are not well informed about school academic expectations <b>Root Cause 1:</b> Communication and expectations from the campus

**Goal 5:** Opportunities and choice for every family: 90% of students in performance activities are retained in their activity.

**Performance Objective 2:** Teachers provide at least one parent contact per six weeks for each student.

**Evaluation Data Source(s) 2:** Parent Contact Logs

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Provide Teachers training on time saving features of available technology.		Assistant Principal	Increased Parent Involvement				
Problem Statements: School Processes & Programs 1							
							

**Performance Objective 2 Problem Statements:**

School Processes & Programs
<b>Problem Statement 1:</b> Parents are not well informed about school academic expectations <b>Root Cause 1:</b> Communication and expectations from the campus

## Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	2	Math Coach
1	1	3	Literacy Coach
1	1	4	Student Support Specialist
2	1	5	Provide Substitute teachers to cover classes so teachers can work with small groups on remedial instruction

## Campus Improvement Plan Advisory Committee

Committee Role	Name	Position
Administrator	Eric Mullens	Chair Person
Classroom Teacher	Patrick Britton	Classroom Teacher
Classroom Teacher	Maria Stefas	Classroom Teacher
Classroom Teacher	Diashoni Stewart	Classroom Teacher
Classroom Teacher	Diane Moretti	Classroom Teacher
Classroom Teacher	Theresa Wanless	Classroom Teacher
Classroom Teacher	Linda Olisa	Classroom Teacher
Parent	Lesli Garrett	Parent
Parent	Betty Gilbertson	Parent
Non-classroom Professional	Kathy Koerber	Instructional Coach
Administrator	Trenn Russell	Associate Principal