

Caddo Mills Independent School District

Caddo Mills Middle School

2017-2018 Campus Improvement Plan

Accountability Rating: Met Standard

Distinction Designations:

Academic Achievement in Reading/English Language Arts

Academic Achievement in Science

Academic Achievement in Social Studies

Top 25% Closing Performance Gaps

Postsecondary Readiness



Board Approval Date: October 16, 2017

Public Presentation Date: October 16, 2017

Mission Statement

The mission of the Caddo Mills Middle School is to provide a safe and drug-free school that develops an exemplary education through a rigorous curriculum, where every student completes every assignment.

Value Statement

Our vision is to develop success for all students attending Caddo Mills Middle School by seeking to provide opportunities that allow them to acquire a knowledge base on which lifelong learning may be built.

Comprehensive Needs Assessment

Demographics

Demographics Summary

We have many different demographics enrolled at CMMS. Each year our Hispanic population increases in number. Our special needs population changes each year and presents new and different needs.

Demographics Strengths

High performing students are White, African American, 2 or More Races, and Economically Disadvantaged. Integrate multi-cultural views and situations in instruction.

Problem Statements Identifying Demographics Needs

Problem Statement 1: We need to increase certified ESL teachers **Root Cause:** Our ESL population is increasing each year

Problem Statement 2: Increase ELPS and SIOP training participation **Root Cause:** Higher Need for including in daily instruction

Student Achievement

Student Achievement Summary

To prepare all learners for mastery of TEKS and STAAR. Offering honor level classes with multiple of those being high school credits. Create a learning environment that is conducive to having all students master grade level requirements.

Student Achievement Strengths

High performing students in STAAR achievement. High performance in addressing needs of all learners with tutoring and labs. Pending this years STAAR results

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Continue to increase rigor in all subject areas **Root Cause:** The state has increased expectations for student mastery

Problem Statement 2: Increase STEM opportunities **Root Cause:** Technology increase in the work force and high school credits

Problem Statement 3: SPED scores not meeting the system safeguards **Root Cause:** More instruction involving co-teaching with the core teacher

School Culture and Climate

School Culture and Climate Summary

Bring in yearlong awareness and prevention program. Add parent education nights discussing how to handle bullying/cyber bullying.

School Culture and Climate Strengths

High student expectations. Positive atmosphere and environment.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: Bullying and Cyber Bullying **Root Cause:** Bring awareness and continue to follow up with bully box

Problem Statement 2: Student Communication about bullying **Root Cause:** Student fear retaliation from other students

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

To maintain a highly qualified staff. To keep as many as possible year to year. To create a work friendly environment that has high expectations outlined from day one of instruction. To require multiple trainings throughout the year and have every teacher finish all of the technology training hours.

Staff Quality, Recruitment, and Retention Strengths

Staff is highly-qualified. Works cohesively to ensure student success. Teacher collaboration. Mentor new staff members.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: Have more knowledge of the ESL program and how to incorporate the ELPS **Root Cause:** Increasing ESL population

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Make sure that all state mandated curriculum is covered in all classes. Make sure that teachers design lesson plans that are conducive to delivering instruction that helps all students master the TEKS.

Curriculum, Instruction, and Assessment Strengths

Data driven curriculum and instruction. Tracking students via checkpoints and benchmarks.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: Data not being used in the classroom for instruction **Root Cause:** Data is being tracked but in some cases it needs to be put into instruction for the following nine weeks.

Family and Community Involvement

Family and Community Involvement Summary

To create communication that is constant and two way all year long. To have multiple parents in each grade level feel that they are a vital part to the success of CMMS. To have a wealth of resources that can be used throughout the year to make the students role more successful.

Family and Community Involvement Strengths

Parent/teacher/student relationships. Opportunities for parents to be involved and on campus.

Problem Statements Identifying Family and Community Involvement Needs

Problem Statement 1: Teacher/Parent communication **Root Cause:** Ongoing communication from teachers and not just after the 9 weeks is over

School Context and Organization

School Context and Organization Summary

To have an organization that is structured where everyone knows exactly what to do. To create an environment that makes transitions great for student to be successful.

School Context and Organization Strengths

Small teacher to student ratio

Team leaders

Master schedule planned for maximized instruction

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1: Lower Learners with afternoon classes **Root Cause:** Student are not as engaged as they're in the morning classes.

Technology

Technology Summary

Create a technology atmosphere in each classroom. Have technology Incorporated into to each subject and used throughout the year in daily lessons. Increase use of technology by going to multiple trainings.

Technology Strengths

Student access (class per grade level, open computer lab, 3 iPad carts, 3 Chromebook cart). District mandated technology training throughout the year.

Problem Statements Identifying Technology Needs

Problem Statement 1: Communication from the classroom **Root Cause:** Not having telephones in the classroom

Problem Statement 2: Not having internet in every classroom **Root Cause:** Not enough bandwidth in the building

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
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data
- Community and student engagement rating 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
- Progress of prior year STAAR failures
- STAAR Released Test Questions
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local benchmark or common assessments data
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data

- Male / Female performance and participation data
- Special education 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 or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Highly qualified staff 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
- PDAS and/or T-TESS

Parent/Community Data

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

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data

Goals







Goal 1: The students in Caddo Mills ISD will demonstrate exemplary performance in English Language Arts, Reading, Mathematics, Science, Social Studies.

Performance Objective 1: 1) Sustain district-wide EC-12 TEKS-aligned curriculum and assessments with research-based instructional practices that enhance all curricular areas.

Evaluation Data Source(s) 1: We will evaluate using TEKS based exams including 6 weeks exams, benchmarks and other assessments.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Increase number of teachers certified in GT by utilizing GT Training at Region 10.		Principals Teachers	Master schedule 6 Teachers Certified / 2 Per Grade Level Student Growth				
Funding Sources: Federal TITLE 2 6200 - 0.00							
2) Emphasis on PLC meetings to analyze data and to implement changes		Principals Teachers	Vertical alignment Reducing gaps in instruction Advanced Scores				
3) Increase number of teachers who are ESL certified by sending to training followed by teacher initiated testing.		Principals Teachers	Serve more students Reduce student gaps in learning Students reaching AH level on Telpas				
Funding Sources: Federal TITLE 2 6200 - 0.00							
4) Focus on RTI program and working on the redo and reteach options.		Principals Teachers	Student scores Success in classroom Growth on STAAR				
5) Continue alignment of STAAR remediation labs and flexible grouping		Principals Teachers Counselor	Increase scores Decrease number in labs Show progress				
System Safeguard Strategy PBMAS		Principals Teachers	Student Growth Advanced Numbers Final Numbers				
6) Emphasize enrichment activities to increase advanced numbers. Emphasize individualized plans to meet the needs of Special Education students.							

7) Educators will continue training for improvement in creative and innovative instructional methods	2	Principals Teachers Curriculum Director	More technology use in class Teacher use multiple teaching strategies				
	Funding Sources: Federal TITLE 2 6200 - 0.00						
8) Continue using TEKS Resource System Year-at-a-glance pacing calendar and new lesson plan format		Curriculum Director Principals Teachers	Nine week pacing Yearly pacing				
9) Provide continuing opportunities for quality staff development to integrate instructional technology into the curriculum		Principals Teachers Tech Director Instructional Technologist	Creative and technology driven lesson plans				
	Funding Sources: Federal TITLE 2 6200 - 0.00						
10) Review state data analysis for all teachers to determine areas of strengths and weaknesses of students		Principals Counselors Teachers	Improve scores and progress Student Growth Advanced Numbers				
	Funding Sources: Federal TITLE 2 6200 - 0.00						
11) Provide after school tutoring for all students who failed to master TEKS objectives as tested by benchmark testing		Principals Teachers Counselor	Increased scores Increased assignment completion				
System Safeguard Strategy PBMAS							
12) Improve SPED scores in Math and Reading to address procedural safeguards		Principal Teachers SPED department Counselor	Student Growth Final STAAR scores Checkpoint scores				
13) Increase performance in Reading and Math For Eco Dis		Principal Teachers SPED department Counselor	Student Growth Final STAAR scores Checkpoint scores				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Caddo Mills ISD will partner with parents and the community in the education and social development of students in order to maintain a positive school culture and educational environment.

Performance Objective 1: Foster positive relationships the help bring more parent volunteers into the school.

Evaluation Data Source(s) 1: Sign in sheets, Community surveys, and Parent meetings.

Summative Evaluation 1:







Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Meet the Teacher, 6th Grade Orientation, Meet the MS Foxes, and Open House		Principals Teachers Counselor PTO	Positive parent feedback Remind 101 #'s More Parent Involvement				
2) Increase membership in the Parent/Teacher Organization, Booster Club		PTO Teachers	Open lines of communication				
3) Monthly newsletter posted on the website and Facebook to increase communication with parents		Principal	Parent feedback Better informed				
4) Encourage parent participation in the CMISD Education Foundation		Principal	Comments from parents				

Goal 3: Caddo Mills ISD will recruit develop and retain highly qualified and highly effective personnel.

Performance Objective 1: To have 95% of our teachers return for next and for 20% of the teachers seek additional certifications in ESL.

Evaluation Data Source(s) 1: Teacher Surveys, One on One discussion, Certification check, and Professional Development.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide a campus environment and standards that are exciting to new teachers		Principals Counselor Teachers	Teacher retention numbers				
2) Provide continuing education opportunities for professional growth and encourage more certifications		Principals Technology Dept. Teachers	New teaching strategies in classroom				
Funding Sources: Federal TITLE 2 6200 - 0.00							
3) New teacher In-service/Mentoring program		Asst. Superintendent Mentor leader Mentor teacher Principals	Strategies to address teacher weaknesses				
4) Provide teacher leadership opportunities through Capacity Team and Integrate Team		Curriculum Director Tech Director Principals Teachers	Lead PLC meetings Better usage of classroom technology				
5) Continue to employ highly qualified teachers through recruitment strategies, job fairs, Region 10 Job Network, continue annual certification audit and stipends.		Principals Assistant Superintendent	Student Performance				
Funding Sources: Federal TITLE 2 6200 - 0.00							
6) Provided opportunities to share ideas		Principals Counselor Teachers	Learning new strategies from other teachers				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							


Goal 4: Caddo Mills ISD school campuses will maintain a safe, disciplined, and drug free environment conducive to student learning.

Performance Objective 1: To run monthly safety audit and meetings. To follow all discipline procedures and be consistent. To reduce referrals by providing interventions.

Evaluation Data Source(s) 1: Track meetings with agendas and minutes. Show monthly improvements to run more efficient. Track referrals by teacher and provide professional development on classroom management.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Drug Intervention (Red Ribbon Week)		Counselor Student Council	Increased student awareness				
2) Bullying Intervention (Bully Intervention Week)		Counselor Principals Teachers					
3) Continue Interquest Program (drug dogs)		Counselor Principals	Increased student awareness Decreased number of hits				
4) Perform drills to ensure appropriate procedures are in place as outlined in Safety Management Plan		Principals Campus Staff Transportation Local Emergency Personnel	Execution and duration of drills				
Funding Sources: Federal TITLE 2 6200 - 0.00							
5) Campus Mandatory Drug Testing Program for students involved in extracurricular activities in grades 6-8.		Forward Edge Inc. Principals	Decrease number of students testing positive				
6) Update selected faculty in Texas Behavior Support Initiative (CPI Training)		Tri-county Principals Teachers CPI Team	Proper techniques used when needed				
7) Campus will participate in a Student Health Advisory Committee with parent and community representing each campus to develop and implement SHAC guidelines.		District Nurse Principals Community Members	Increased student awareness				
8) Staff development for teachers which addresses prevention and education concerning unwanted physical or verbal aggressions, sexual harassment, and other forms of bullying.		Principals Counselors Teachers	Decreased incidences Student Awareness				
Funding Sources: Federal TITLE 2 6200 - 0.00							


9) Maintain campus communication system and procedures		Campus Staff	Increased communication with parents				
10) Campus will inform students about sexual harassment, definition, and reporting it. Also social media and sex-ting training		Principals Teachers Counselor	Number of reported incidences Investigating documents Discipline Records				
							

Goal 5: Caddo Mills ISD students will be well prepared for post-secondary opportunities and remain in school until they obtain a high school diploma.

Performance Objective 1: To get 60% of the students to an advanced level on all STAAR test. To provide real life opportunities to help inspire learning.

Evaluation Data Source(s) 1: We will monitor benchmark and STAAR data throughout the entire year. Document guest speakers, career week, and college field trips.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Continue to increase attendance Provide incentives for good attendance		PEIMS Principals SRO	Decreased number of absences				
2) Continue to utilize career exploration during all classes.		Counselor Principals Teachers	Better prepared for entering high school Schedules and plans completed during 8th grade				
3) Offer high school classes for credit		Principals Teachers	Enter high school with 3 credits				
4) Continue to offer summer school/tutoring		Principals Teachers	Completion of program and success				
5) Review state data analysis for all teachers to determine areas of strengths and weaknesses of students		Principals Counselors Teachers	Lesson plans Walk-throughs Student growth				
	Funding Sources: Federal TITLE 2 6200 - 0.00						
							

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	6	Emphasize enrichment activities to increase advanced numbers. Emphasize individualized plans to meet the needs of Special Education students.
1	1	12	Improve SPED scores in Math and Reading to address procedural safeguards

2017-2018 Campus Site-Based Committee

Committee Role	Name	Position
Administrator	Anne Payne	Principal
Administrator	James Gandy	Assistant Principal
Classroom Teacher	Brittany Bettes	Teacher
Classroom Teacher	Virginia Rutherford	Teacher
Parent	Corrie Petzold	

Sheet1

Caddo Mills MS
2017-18

	GT	Special Ed	Comp Ed	ESL	
	PIC 21	PIC 23	PIC 24,28	PIC 25	HS Allot PIC 31
Teachers	0.29	2.00	2.18		0.14
Teacher Aides		3.50			
Counselor					
TOTAL FTE	0.29	5.50	2.18	0.00	
6100	\$15,292.00	\$186,043.00	\$123,356.00		\$7,490.00
6200	\$375.00				
6300	\$200.00	\$500.00	\$100.00	\$100.00	
6400		\$300.00	\$200.00	\$300.00	
Total	\$15,867.00	\$186,843.00	\$123,656.00	\$400.00	\$7,490.00