

Gladewater Independent School District
Gladewater Middle School
2016 - 2017
092-901-042



Campus Mission Statement

The administrators, teachers, and staff members at Gladewater Middle School in partnership with students, parents, and community members are dedicating to educating all students in a safe, supportive, and challenging environment to become balanced, effective citizens of a culturally diverse society.

The Campus Education Improvement Council collaboratively developed the Campus Improvement Plan. The No Child Left Behind Act of 2001 National Performance Goals have been adopted by the campus and are reflected in the Campus Improvement Plan. The following funding sources support the objectives and strategies identified in the Campus Improvement Plan: Title I, Part A; Title II, Title III, Part A; Special Education; Gifted & Talented; SSI, State Compensatory Education; and Local.

This school district and its Career and Technology Education Program does not discriminate on the basis of sex, disability, race, color, age, or national origin in its educational programs, activities, or employment as required by Title IX, Section 504, and Title VI.

Este distrito escolar y su Programa de Educacional de Carrera y Tecnologia no discriminan en base de sexo, discapacidad, raza, color, edad u origen nacional ensus programas educativos, actividades, o empleo como lo require el Titulo IX, Seccion 504 y Titulo VI.

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Campus Name

Campus Education Improvement Council Members

Position	Name	Term Expiration
Facilitator	Chris Langford*	Open
Parent	Chris Jones	August 2017
Parent	Ross Morgan	August 2017
Business Leader	J.D. Shipp	August 2017
Community Representative	Jill Williams	August 2017
Community Representative	Patrick Lincoln	August 2017
Non –Teaching Professional	Amy Maberry	Open
Non – Teaching Professional	Kacy Rodgers	Open
Teaching Professional	Dustin Neal	August 2018
Teaching Professional	Danielle Adamson	August 2018
Teaching Professional	Angie Glenn	August 2018
Teaching Professional	Ramonda Hawley	August 2018

*Chairperson

Comprehensive Needs Assessment

The following sources provided data for the comprehensive needs assessment. An in-depth review of data led to the development of the goal, objectives, and strategies included in the Campus Improvement Plan.

- Longitudinal TAPR Data
- PBMAS Data
- Longitudinal academic performance data for non-AEIS student groups
- TELPAS, TPRI, STAAR-A, STAAR-AIt, AYP, PBMAS, Program Evaluations
- Stakeholder Surveys
- Discipline Reports
- Formative Assessment Data Core 6 Week Tests
- Staffing Needs
- Professional/Paraprofessional Training Needs
- Norm-referenced Tests
- Promotion/Retention Rates
- Informal Evaluations
- Focused Data Analysis

Findings:

Components of a School wide Program

- | | | |
|-----------------------------------|--|-----------------------------------|
| 1. Comprehensive Needs Assessment | 2. Reform Strategies | 3. Highly Qualified Teachers |
| 4. Professional Development | 5. Strategies to Attract Highly Qualified Teachers | 6. Parental Involvement |
| 7. Preschool Transition | 8. Teachers Involved in Assessment Decisions | 9. Timely Assistance for Students |
| 10. Coordination of Programs | | |

Academic Performance Chart

	2016	2016	2016	2016	2016
	Reading ELA	Math	Writing	Science	Social Studies
All	66	67	54	56	32
African American	52	55	35	50	21
Hispanic	64	66	63	47	33
White	71	71	56	58	36
Eco. Disadvantaged	59	59	45	49	27
Special Education	13	23	0	7	0
LEP	39	39	43	0	0

2016 6th Grade STAAR

	% Passed
Reading	61
Math	69

2015 7th Grade STAAR

	% Passed
Reading	59
Math	63
Writing	54

2015 8th Grade STAAR

	% Passed
Reading	80
Math	72
Science	56
SS	33

	2015	2016
Annual Dropout Rate	0%	<1%

Accountability	2013 State	2014 State	2015 State	2016 State
School Name				
Gladewater Middle School	Met Standard	Met Standard	Met Standard	Met Standard

Campus Name Improvement Plan

Strategic Goal 1: GISD will provide academic programs, which will ensure that all students’ academic performance and achievement levels will reflect excellence in learning and attainment

Objective 1.1: Receive “Met Standard” with Distinction

Summative Outcome Measures:

- Campus state scores to exceed or meet state minimum scores
- Campus to show 3 point growth in Index 2
- Campus to show 5 point growth in Index 3
- Increase System Safeguard Performance in State accountability to 60% (15/25)
- Student attendance equal to or greater than 95%

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
1.1A Continue to implement common curriculum Professional Learning Community (PLC) to improve student outcomes through dialogue and planning (content, instructional strategies, interventions, common assessments, etc)	Teachers, Administrators	Local	Weekly	Agendas, Digital Portfolio	1,2,3,8,9
1.1B Develop Campus Based Assessments (CBA) and align with instruction by utilizing resources, such as pacing calendars, instructional focus documents, and TEKS.	Teachers, Administrators, CIA Asst. Superintendent	Local	Each Six Weeks	DMAC, CBA	1,2,3,4,8,9
1.1C Continue to use time built into the schedule to close gaps for all students during Focus Time(FT). Implement opportunities for average and high average students to receive more focused enrichment/extended learning during FT.	Teachers Administrators	Local	Weekly	Spreadsheet for Focus Time attendance	3,9
1.1D Identify students that are at-risk students (Sp.	Teachers,	Local	Each Six weeks	PEIMS, Digital	3,9

Ed., 504, LEP, SSI)	Administrators			Portfolio	
1.1E Increase opportunities for writing across the subject areas and grade levels.	Teachers, Administrators	Local	Weekly	Lesson Plans, Walkthroughs	2,9
1.1F Monitor student attendance and develop individual plans with students in need.	Attendance Clerk	Local	Daily	Attendance report, ADA	1,6,9
1.1G Monitor Subpopulation performance by progress monitoring of performance on CBA/DBA at the completion of each six weeks.	Administrators, Teachers	Local	Each Six Weeks	Spreadsheet for progress monitoring.	1,8,9
1.1H Students who need intervention help in math or reading will be given opportunity for a minimum of 60 minutes of intervention per week.	Administrators, Teachers	Local	Weekly	Focus Time Spreadsheet	1,8,9
1.1I Students that struggle in 8 th grade Social Studies will be given opportunity for tutorials during Focus Time and Social Studies PLC. This will start after the second six weeks CBA.	Administrators, Teachers	Local	Weekly	DMAC Data	1,8,9
1.1J Student sub populations will be monitored and intervention needs addressed based on CBA performance (to address system safeguards on STAAR).	Administrators, Teachers	Local	Each Six Weeks	DMAC Data	1,8,9
1.1K Student sub populations that are identified as system safeguards will be given more opportunities for Academic improvement in extended school day.	Administrators, Teachers	Title	After Mock Testing in the Spring semester	DMAC Data	3,9,10

Objective 1.2: Have a challenging CIA program, requiring high levels of learning and accountability, preparing graduates for higher education and employment.

Summative Outcome Measures:

- Students will demonstrate 5% growth in Index 4 (Post Secondary Readiness) on state achievement test

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
1.2A 100% of advanced class teachers will complete GT Training	Teacher	Local	End of 2 nd Six Weeks	Certification	
1.2B Each student will receive 1 on 1 counseling for scheduling for 2017-2018 school year	Counselor	Local	Spring Semester	Student Schedules	
1.2C Monitor enrollment of GMS advanced classes	Administrator, Teachers	Local	End of each six weeks	Class Rosters	
1.2D Each student will meet with counselor to develop their individualized Personal Graduation Plan	Administrator, Counselor	Local	Spring Semester	Roster of Completion	

Objective 1.3: Ensure students have a vision for future success and set goals to achieve success

Summative Outcome Measures:

- Students will be successful in UIL competitions
- 50% or more of students will participate in UIL events
- All 8th graders will receive planning for high school completion

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
1.3A GMS students will participate successfully in UIL academic competitive events.	UIL Coordinator, Coaches, Administrators	Local	Yearly	Participation in district UIL competition	1,6,9,10
1.3B GMS students will participate in extra-curricular activities	Coaches, Teachers, Administrators	Local	Yearly	Participation Rate	1,6,9,10
1.3C Provide 8 th grade students with planning for high school completion	Counselor, Administrators	Local	Yearly	Calendar	1,6,9,10
1.3D Hold Career Day at GMS	Counselor,	Local	Yearly	Calendar	1,6,9,10

	Administrators				
1.3E Beginning in 6 th grade, all GMS students will meet with counselor for post-secondary planning	Counselor, Administrators	Local	Yearly	Calendar	9,10
1.3F College t-shirt day will occur once per month to promote awareness of higher education.	Principal	Local	Yearly	Calendar	1,10
1.3G A character education program will be implemented.	Administrators, Counselor, Teachers	Local	Monthly	Calendar	1,9

Objective 1.4: Create a safe and alcohol/drug-free climate that fosters discipline, respect, confidence and a desire to contribute

Summative Outcome Measures:

- Office referrals @ < 20%, AEP @ < 5%, ISS @ <20%
- 90% of survey respondents will identify GMS as a safe and drug free environment
- Positive drug test will be less than 1% of students tested

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
1.4A Increase security in Middle School hallways through staff sweep teams	Teachers, Administrators	Local	Daily	Tardy counts	1,2
1.4B Continue classroom activities to support and enforce health and safety and to prevent alcohol and drug use and violence. • Teen Dating Violence Awareness Week • Red Ribbon Week	Teachers, Counselors, Administrators	Local	Yearly	Calendar	9,10
1.4C Utilize positive behavior supports to decrease ISS placements	Administrators, Counselor, Teachers	Local	Yearly, Ongoing	PEIMS	9,10
1.4D Continue to address the following in faculty meetings. • Discipline Management to Include Physical and Verbal Aggression, Sexual Harassment, and Bullying • Classroom Management	Administrators, Teachers	Local	Yearly	Agendas, Online Training	1,2,9

<ul style="list-style-type: none"> • Discipline management Plan • Conflict Resolution • Student Code of Conduct • Ethics Training • Suicide Prevention • Blood borne Pathogens • RTI Process 					
<p>1.4E</p> <p>Create a learning environment of high expectations for all students:</p> <ul style="list-style-type: none"> • Strict enforcement of Students' Code of Conduct • Recognition of accomplishments • Shared pride in personal and facility appearance 	Teachers, Administrators	Local	Ongoing	PEIMS, Calendars, Awards Programs	1,9
<p>1.4F</p> <p>Utilize random dog searches for illegal substances</p>	Administrators	Local	Monthly	Search Reports	1,9,10
<p>1.4G</p> <p>School Sponsors will be CPR/AED certified</p>	Administrators, Sponsors	Local	Annually	Certificates	9,10

Objective 1.5: All professional staff participates in at least 30 hours of identified professional development per year.

Address: 1.5.3 #6 Provide professional development training to faculty and staff for technology integration

Summative Outcome Measures:

- All core teachers will have the opportunity for professional development for technology integration each six weeks
- All staff members will participate in a book study or have the opportunity for PD related to improving student achievement for ECD students
- All teachers will complete 30 or more hours in PD each year

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
1.5A Core teachers will receive a minimum of 12 hours of PD through Region 7 during the school year	Teachers, Administrators	Local	Yearly	TRS Part I	4,10
1.5B Each core teacher that attends a PD session will bring information regarding that PD and share with their PLC	Teachers, Administrators	Local	Yearly	Agenda	4,10
1.5C Monthly staff meetings will pertain to PD	Administrators	Local	Yearly	Agenda	4,10
1.5D Region VII PD relevant to teaching ECD population	Administrators	Local	Yearly	PLC Agenda	4,10
1.5E Implement Writer's Workshop format in writing classes	Administrators, Teachers	Local	Yearly	Lesson Plans	4, 10

Strategic Goal 2: GISD will promote the continual upgrade of facilities while providing multi-level safety and security of students and staff.

Objective 2.1: Provide systems to ensure that facilities will be clean and well maintained

Summative Outcome Measures:

- All reports related to maintenance, custodial services, and yard work will be completed
- All work orders will be completed within 5 business days

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
2.1A Administrators will meet with custodial supervisor once per 6 weeks to address concerns related to cleanliness of the school.	Custodial Supervisor, Administrator	Local	Each Six Weeks	Report	1, 10
2.1B Administrators will meet with yard crew supervisor once per 6 weeks to address concerns related to cleanliness of the school grounds.	Administrator, Grounds Crew Director	Local	Each Six Weeks	Work Orders	1, 10
2.1C Administrators will meet with maintenance supervisor once per 6 weeks to address concerns related to the maintenance of the school.	Maintenance Director, Administrator	Local	Each Six Weeks	Work Orders	1, 10

Strategic Goal 3: GISD will provide sound financial management through integrity, planning and accountability to provide for the operation of the District's financial affairs and all student related programs and services

Objective 3.1: Maximize funding opportunities; develop and adopt balanced budgets to include monitoring 2014 Bond Series.

Summative Outcome Measures:

- Gladewater Middle School will expend less than 90% of budget for 2016-2017

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
3.1A Utilize IMA funding to improve measurements for student achievement in reading and math	Administrator, Teacher	Local	Yearly	IMA budget	9,10
3.1B Quarterly inquiries of budget expenditures	Administrator	Local	Quarterly	Budget	9,10
3.1C Utilize Title I Funding to pay for summer school teachers and other needs for instruction as they arise throughout the year.	Administrator	Local	Yearly	Budget	9,10

Strategic Goal 4: GISD will establish a process that ensures interactive, open, honest, timely and effective communication among district employees, students, parent, and the community at-large.

Objective 4.1: Establish a process that ensures interactive, open, honest, timely and effective communication among district employees, students, parent, and the community at-large.

Summative Outcome Measures:

- Campus will communicate with stakeholders on a weekly basis

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
4.1A A weekly newsletter will be sent out to campus staff and district level administration.	Administrator	Local	Weekly	Newsletter	1
4.1B Students will be kept aware pertinent information through daily announcements at the campus level.	Teachers, Administrators	Local	Daily	Announcement Page	1
4.1C The campus will communicate with parents and	Administrator	Local	Monthly	Call Report from	1,10

the community at-large through Blackboard connect communications weekly.				Blackboard	
4.1D The campus will communicate with parents and the community at-large through newsletters once per six weeks	Administrator	Local	Each Six Weeks	Newsletter	1
4.1E The campus will communicate with parents once per six weeks via newsletter to update them on events related to PE.	Teachers, Administrators	Local	Each Six Weeks	Newsletter	1
4.1F Campus will make 3 academic posts per week to Twitter and Facebook	Administrators, Teachers	Local	Each Week	Post	1

Objective 4.2: Promote participation through parent/community involvement programs

Summative Outcome Measures:

- Provide parents a minimum of 10 opportunities to be involved in programs and events at the campus level.
- 100% of Family Engagement Events/Plan completed

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
4.2A Implement PTO group on campus	Administrators, Teachers	Local	Monthly	Agendas, Sign ins	1,6
4.2B Hold parent night during Fall Semester	Counselor, Administrators, Teachers	Local	Yearly	Sign in sheets	1,6
4.2C Hold Bring Your parent to school day in the Spring Semester	Counselor, Administrators, Teachers	Local	Yearly	Sign in sheets	1,6
4.2D Host 8 th grade parent information meetings for student transition to the high school level.	Counselor, Administrators, Teachers	Local	Yearly	Sign in sheets	1,6,10

Ten Components of a Title 1 Schoolwide Program

Components	
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1	Comprehensive Needs Assessment (Internal and external Data)
2	Reform Strategies (Scientifically-based programs for all students)
3	Instruction by Highly Qualified Teachers (All teachers and paraeducators met HQ status)
4	High-Quality Professional Development (Program must support schoolwide goals)
5	Strategies to Attract Highly Qualified Teachers (Recruit and retain teachers)
6	Strategies to Increase Parental Involvement (Support and maintain two-way communication with home and school)
7	Transition (Support early childhood programs)
8	Teacher Decision-Making Regarding Assessments (Collaborative process on local assessments)
9	Effective and Timely Assistance to Students (Students are to be provided effective and timely academic assistance)
10	Coordination and Integration (Use of State, Federal, and local monies to support programs for all students)