

Merkel Independent School District

Merkel Middle School

2016 - 17 Campus Improvement Plan

Middle School Site Based Approval Date: 1/12/17

Board Approval Date:

Public Presentation Date:

Mission Statement

The mission of the Merkel ISD is to provide, to the full extent of their individual abilities, all students with the skills of logical, independent, and creative thinking, and effective communication. Further, as a result of instruction in our school, students will acquire a knowledge and appreciation of our citizenship responsibilities, of our economic responsibilities, and of our American heritage. In our schools, learning will occur in an environment of moral values and character, and these characteristics will be communicated to all students. The accomplishment of this mission will be characterized by equity, efficiency and accountability.

Middle School Site Base Team

Candice Scott
Teacher

Carla Ellison
PEIMS Clerk

Casey Stone
Principal

Erica Ugalde
Parent

Kim Sullivan
Teacher

Tricia Dotson
Teacher

Elijah Salas
Parent

Cindy Fitzhugh
Counselor

Denise Cope
Teacher

Brittany Williams
Assistant Principal

Nathan Riggan
Community Member

Comprehensive Needs Assessment

Demographics

Demographic Summary

Merkel Middle School has a total enrollment of 284 students in grades 6 - 8. The campus breakdown is 69% White, 26% Hispanic, 1.5% African American and 3.5% Multi-Race or Other. MMS has an approximate 53% Economically Disadvantaged student population. Our grade levels are fairly evenly numbered with 94 sixth-grade, 92 seventh-grade and 98 eighth-grade students.

Demographic Strengths

- Wide range of cultures and backgrounds
- Cultural and economic acceptance

Demographic Needs

- Ability to accommodate new cultures or ethnicity that may be coming from Abilene
- Ability to effectively handle various languages
- High mobility with student population

Student Achievement

Student Achievement Summary

Student achievement under the new STAAR testing system is considerably difficult to maintain and update due to the ever changing system. Also this past year, TEA changed their testing contract from Pearson to ETS, which caused major problems in the testing system across the state. MMS has taken measures to prepare for the more difficult assessment. MMS also met all the system safeguards this past year.

Student Achievement Strengths

- Meet set expectations
- No longer IR

Student Achievement Needs

- Lack of remediation time
- Different Instruction for RTI

School Culture and Climate

School Culture and Climate Summary

This school year was started at the campus level with answering the question of “Why?” Through this process, we created the theme “Celebrate Good Times” for the 2016-17 school year. We strive to create an environment in which students wish to participate in educational activities, and our school family.

School Culture and Climate Strengths

- Community supports teams
- Social media support by community is good
- PTO
- Young teachers and experienced teachers work well together

School Culture and Climate Needs

- Division between Annex and Main Building

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

MMS has an exceptional staff. Being a small school, we rely heavily on Region 14 Education Service Center and the SPED/504 Co-op for educational assistance. This campus has experienced administrative turnover with four principals in four years; as well as some teacher turnover, partially resulting from the administrative turnover. When we hire, the district has few incentives to lure potential teachers to our district, but we rely on our small town atmosphere, great community and overall school system.

Staff Quality, Recruitment, and Retention Strengths

- Solid core of veteran teachers
- Wide variety of experience and background
- Pays more than minimum on insurance
- Teacher support of one another

Staff Quality, Recruitment, and Retention Needs

- Principal and Assistant Principal turnover
- Teacher turnover

Curriculum, Instruction, and Assessment

Curriculum, Instruction and Assessment Summary

TEKS Resource is the vertical alignment document/curriculum management tool used by our district. MMS is departmentalized in all three grade levels regarding core areas.

Curriculum, Instruction and Assessment Strengths

- Creating assessments in Eduphoria for data
- Creating benchmarks in Eduphoria for data
- TEKS (RC) Curriculum Yearly Maps

Curriculum, Instruction and Assessment Needs

- Training in modern instructional strategies

Family and Community Involvement

Family and Community Involvement Summary

MMS has several opportunities for parents to become involved in our school and their child's education. We struggle with getting parents to participate in academic areas of our school process, but we are always looking for ways to communicate and incorporate our families in our school system.

Family and Community Involvement Strengths

- Community supports people in need
- Community supports school programs

Family and Community Involvement Needs

- Overall buy-in on educational importance

School Context and Organization

School Context and Organization Summary

Schedules are designed with many factors in mind: time, number of students per grade level, total number of students, number of teachers per core area, and data driven decisions from the previous school year. Taking Care of Business (TCB) period allows our teachers to focus on rigor in the classroom and remediation, as well as character education. Although the schedule may change from year to year, the goal of teacher to student ratio has not.

School Context and Organization Strengths

- Monthly Grade Level Meetings
- Monthly Subject Level Meetings

School Context and Organization Needs

- Meeting the needs of high-needs students while maintaining assistance for general education SPED students.
- TCB for all grade levels

Technology

Technology Summary

MMS is a campus that strives to help our students become familiar with new technologies. Our teachers are always in the process of learning teaching strategies to implement technology to prepare students for an ever evolving technological world.

Technology Strengths

- Two computer labs
- Chromebooks in many of the classrooms

Technology Needs

- Calculators
- More Chromebooks to get to 1-to-1
- Technology person on campus
- Technology Class

Comprehensive Needs Assessment Data Documentation

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

Student Data: Assessments

- State and federally required assessment information
- State of Texas Assessments of Academic Readiness (STAAR)
- Student Success Initiative (SSI)
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark assessment data

- Student failure and/or retention rates

Student Data: Student Groups

- Race & ethnicity data: student numbers, academic achievement, discipline, attendance, and progress rates
- Special program numbers
- Economically Disadvantaged/Non-economically disadvantaged performance and participation data
- SPED population, performance, discipline, attendance and mobility
- Section 504 Data
- Homeless data
- GT data
- Dyslexia data
- Response to Intervention (RTI) data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline data
- Student surveys and/or other feedback
- Class size averages

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
- 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

- Study of best practices
- Other additional data

Goal 1: All MISD students will meet or exceed state and federal performance standards.

Performance Objective 1: Merkel Middle School will develop and maintain several communication sources with parents/guardians, encouraging parents to become full partners in their child’s education. We will strive for 90% of all parents to participate in one or more school functions and 100% of contact (email, text, letter, etc.) between teacher and parent of every student.

Evaluation Data Source(s): Parent participation sign in sheet/Parent Contact Spreadsheet for MMS faculty

| Strategy Description | Staff Responsible for Monitoring | Evidence that Demonstrates Success |
|--|---|---|
| MMS will communicate with parents and community about upcoming events through the campus website, Schoolway, Twitter, Facebook and the electronic phone system | Administration Counselor Secretary | Campus website, Twitter, Facebook, Schoolway and call system log. |
| Meet the Teacher Night | Administration | |
| Special event and projects throughout the school year: Awards ceremonies, 8th grade graduation, Trips | Administration Counselor Staff | Sign-in, agenda, Facebook, Twitter and Schoolway |
| Parents/Guardians on-line access to grades and attendance | Administration Counselor PEIMS Clerk | On-line parent roster numbers, sign-in |
| Parent/Guardian Spring registration involvement | Administration Counselor Secretary PEIMS Clerk | Sign-in and Agenda |
| Parent notification of their “right to know” | Administration | Handbook signatures |

Performance Objective 2: 91% of all students and each student group, including SPED, will pass all portions of the state assessment (STAAR)

Evaluation Data Source(s): STAAR results and System Safeguards

| Strategy Description | Staff Responsible for Monitoring | Evidence that Demonstrates Success |
|---|--|--|
| Eduphoria will be used to disaggregate standardized test data | Administration Counselor Teacher Staff | Subject level meeting sign-ins & agendas and eduphoria reports |
| Eduphoria will be used to create and analyze benchmark data | Administration Counselor Teacher Staff | Subject level meeting sign-ins & agendas and eduphoria reports |
| A remediation period (TCB) is built into the schedule for student remediation | Administration Counselor Teacher Staff | Master schedule and rosters |
| SWIM program for missing or incompletd work for all students | Administration Counselor Teacher Staff | SWIM Lists, call system log, SWIM data |
| A Grade Placement Committee will be created for students who fail to meet passing standards on the first two SSI exams. | Administration Counselor Teacher Staff | Sign-in, Agenda, Grades, STAAR scores and Attendance records |
| Writing Extravaganza will be used to address 7th grade writing needs. | Administration Teacher Staff | Samples, Calendar |
| SSI Programs will be used to address student needs. | Administration Teacher Staff | Think Through Math, Compass, etc... |

Goal 2: MISD will provide a balanced and appropriate curriculum to all students.

Performance Objective 1: MMS students will have a variety of course opportunities beyond the four core courses.

Evaluation Data Source(s): PEIMS data/grading reports

| Strategy Description | Staff Responsible for Monitoring | Evidence that Demonstrates Success |
|--|--|---|
| TEKS Resource YAG will be used for the four core subjects | Administration Counselor Teacher Staff | Lesson plans, subject meeting sign-ins & agendas |
| ESL Program in place | Administration Counselor Teacher Staff | Improve scores on TELPAS, improved academic grades, Sheltered Instruction Certificates |
| All students will be given the opportunity and encouraged to participate in UIL extra-curricular activities including: Athletics, Band & UIL Academics | Administration Counselor Teacher Staff | Higher student participation rates |
| Content Mastery Class for SPED/504 Students | Administration Counselor Teacher Staff | Improved SPED/504 student performance on daily exams and state testing, ARD Meeting sign-ins, IEP's and grade reports |
| GT Pull-Out Program | Administration Counselor Teacher Staff | Teacher Lesson Plans, GT Roll |
| Imagine Learning Program for ESL | Administration Counselor Teacher Staff | Samples, Lesson Plans |

Performance Objective 2: Students will be provided the opportunity to excel in educational areas in technology, career fields, and advanced subject areas

Evaluation Data Source(s): PEIMS data/Teacher Input/Teacher-Principal Evaluation

| Strategy Description | Staff Responsible for Monitoring | Evidence that Demonstrates Success |
|--|--|---|
| Professional Development will be provided to all MMS staff to further the implementation of technology in the classroom. | Administration Counselor Teacher Staff | Professional development certificates Sign-in sheets & Agendas |
| PHS/Careers offered to 8th grade students | Administration Counselor Teacher Staff | Lesson plans Grade results Field Trip Agendas (WOW) |

Goal 3: MISD will enlist the cooperation of school personnel and members of the community to ensure that students achieve their highest learning potential within a safe learning environment.

Performance Objective 1: Parental involvement will be enhanced and community involvement increased.

Evaluation Data Source(s): Sign-In Sheets, posts and attendance to school events

| Strategy Description | Staff Responsible for Monitoring | Evidence that Demonstrates Success |
|-----------------------------------|--|---|
| Meet the Teacher Night | Administration Counselor Teacher Staff | Schoolway, Sign-In Sheets |
| Parent Meetings by 6th Grade Team | Administration 6th Teacher Staff | Calendar, Notes |
| Meeting Communication | Administration Counselor Teacher Staff Coop | ARD Attendance & Notes, Meeting Notes, Calendar |
| Parent Portal | Administration Teacher Staff | Parent Enrollment |
| Schoolway, Facebook & Twitter | Administration | On-Line Posts |
| All-Call System | Administration | Call Logs |

Goal 4: MISD will achieve and maintain a high level of technology and will ensure technical expertise for students and staff.

Performance Objective 1: Teachers will attend staff development in technology that will assist them in improving instruction.

Evaluation Data Source(s): Staff Development & Staff Surveys

| Strategy Description | Staff Responsible for Monitoring | Evidence that Demonstrates Success |
|--|--|---|
| Technology training will be given to teachers to allow for continuing education and integration in the classroom | Administration Teacher Staff Technology Director | Certificates Sign-in Sheets Agendas |
| Up-to-date technologies will be purchased for classroom instruction | Administration Teacher Staff Technology Director | Lesson Plans T-Tess |
| Education Technology Coordinator will assist teachers in the implementation of technology in the classroom for instructional purposes. | Administration Teacher Staff Technology Director | Samples |

Goal 5: MISD will maintain a dropout rate of less than or equal to 1% of the student population.

Performance Objective 1: MMS will increase the overall attendance rate and grade level attendance rates above 97%, thus increasing the overall academic success of students.

Evaluation Data Source(s): PEIMS Data/Higher State Assessment Scores

| Strategy Description | Staff Responsible for Monitoring | Evidence that Demonstrates Success |
|--|--|---|
| Attendance will be monitored daily. Parents will be notified when student attendance exceeds 5 days with letters/phone calls/SRO | Administration Secretary Teacher Staff | Increase in attendance rates |
| Provide incentives to students in an effort to improve attendance rates: Semester and Yearly Awards for High Attendance | Administration Secretary Teacher Staff | Increase in attendance rates |
| Saturday School provided for students with excessive absences | Administration Secretary Teacher Staff | Increase in attendance rates Sign-in sheets Teacher input from Sat school |