

Alief Independent School District

Alief Middle School

2017-2018 Goals/Performance Objectives/Strategies



Mission Statement

We are committed to providing academic excellence in a nurturing environment.

Vision

We will take pride in developing meaningful relationships by fostering a passion for life-long learning.

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Goal 6: TAIS Targeted Improvement Plan: Goal 1 ANNUAL GOAL: 8th Grade Social Studies ELLs will have a 3% increase in STAAR assessment - 18% PROBLEM STATEMENT: 75% of ELLs did not pass SS STAAR, 75% of ELLs did not pass 7th grade Writing STAAR, 71 % of ELLs did not pass 7th grade Reading STAAR. ROOT CAUSE: Because there was no developed system for training, support and accountability. STRATEGY: SIOP What INDEX does this address? 1,2,3 EOY REPORT: Did you meet your annual goal? Provide data that supports you meeting or not meeting your annual goal. If you did meet your annual goal, to what do you attribute your success? If you did not meet your annual goal, to what do you attribute your lack of success? Provide information as to how the identified elements and their impact on your success, or lack of success, will inform/influence your planning for the 2018-2019 school year.	17 System
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Goals






Goal 1: Campus will close the achievement gap to ensure that all students reach their academic potential.












Performance Objective 1: All subjects will have a 3% increase in all ELLs' STAAR assessments in comparison to last year's results. **Evaluation**

Data Source(s) 1: TAPR and Accountability End-of-year reports

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>System Safeguard Strategy Critical Success Factors CSF 1</p> <p>1) All grade level content teachers will plan together weekly. TEKS will be formatted into learning objectives for each specific class period.</p>	2, 3, 4, 8, 9	Content Specialists, Administration	PLC Discussions Weekly meeting Professional Development sessions				
<p>System Safeguard Strategy</p> <p>2) All grade level content teachers will administer a common assessment every three weeks to measure objective achievement from Strategy I.</p>	3, 4, 8, 9	Content Specialists	DMAC Reports Unit Test Results				
<p>System Safeguard Strategy Critical Success Factors CSF 1</p> <p>3) All ELAR teachers will implement Growth Writing Portfolios to help evaluate students' progress and achievement in ELAR.</p>		ELAR Specialist	Porfolios				

System Safeguard Strategy Critical Success Factors CSF 1 4) CLC Instructor/SAC Monitor/Interventionists will work within the classroom for small group instruction for grades 6th through 8th students. Research: Sci 6, Sci 8,	1, 8, 9	All Core Content Specialists Others responsible are: classroom teachers, interventionists, counselors, and administrators.	All persons responsible will use CCAs, DCAs, and STAAR Data to assess student performance and growth.				
	Funding Sources: Title I - \$0.00, State Comp Ed - \$106,613.00						
5) Offer technology-based intervention programs to students during/before/after school Research: TEC 6, TEC 8	1, 8, 9	All Core Content Specialists Others responsible are: classroom teachers, interventionists, counselors, and administrators.	All persons responsible will use the weekly reports to assess student performance and growth.				
	Funding Sources: Title I - \$3,000.00						
System Safeguard Strategy Critical Success Factors CSF 1 6) Provide academic interventionist support and resources before and afterschool and Forward and Beyond (FAB) to increase student academic achievement and growth Research: TEC 6, TEC 8	1, 2	Content Specialists, Department Chairs, Teachers	Report Cards, Evaluation Reports, GT End of Year Project				
	Funding Sources: Title I - \$16,500.00						
7) 21st Century tools and/or additional instructional resources will be provided and used by staff to engage students in interactive lessons and enhance student achievement. Research: IL1 - IL7	1, 3	Classroom teachers, Specialists, Department Chairs, Administrators, District Personnel	STEMscope interactive lessons, lesson plans, classroom walkthroughs, sign-in sheets, PD reports				
	Funding Sources: Title I - \$26,260.00						
8) LPAC and counselors will communicate with academic teams regarding ESL students needs to stay on track academically. Research: SELA 4	1, 3	ESL Department Chair, LPAC Committee, Counselors and Administrators	Agendas and sign in sheets				








System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7 9) SPED and ESL departments will use technology to supplement small group instruction with at-risk students in the areas of reading, math, science and social studies.	1						
	Funding Sources: Title I - \$13,000.00						
Critical Success Factors CSF 1 CSF 6 10) Provide our students with opportunities to have first hand experiences that will enhance their cultural and social views.	1						
	Funding Sources: Title I - \$0.00						
11) Offer STEM-Based activities and field trips to students during and after school.		Math, Science, and Technology Teachers; Other Staff Members and administrators					
	Funding Sources: Title I - \$0.00						
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							


Goal 2: Campus will improve student preparation for college and career.



Performance Objective 1: 100% of the Alief Middle School Students will have an increased awareness of college and career opportunities and how they should prepare for entry into the programs of their choice **Evaluation Data Source(s) 1:** End-of-year reports

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Naviance Testing - Provide 7th and 8th grade students identify career pathways and assist the 8th grade students in choosing their graduation endorsement areas, preparing four-year education plans, and selecting courses for high school. Research: AVID 8		Counselors, various 7th/8th grade content area teachers, and high school counselors	Endorsement selection forms signed by parents and students, 4 year plans/course selection sheets submitted to high schools electronically or in paper form	✓	✓	✓	
2) PSAT 8 - Provide 8th grade students with potential areas of need to aid in the preparation for PSAT 10 and SAT tests. Research: AVID 3		Counselors and 8th grade ELA and Math teachers	PSAT materials, score reports, and results	🟡			
3) Career Day and College Field Trips- Provide students an opportunity to meet with professionals and learn more about educational and career opportunities the students are interested in. Research: AVID 4		Counselors and AVID	list of students attending and their reflections on field trips	🟡			
Funding Sources: Local - \$0.00							

<p>4) AVID Implementation. Staff will be trained in the philosophy and strategies used in AVID. Students will be selected for the AVID elective classes. AVID students will be enrolled in at least one Pre AP course. Tutors will be hired to assist students. Weekly mentoring of students by Campus site team.</p> <p>AVID in Action mentoring partnership with Elsie High School students.</p> <p>Research: AVID 6, AVID 7</p>		<p>AVID Campus Site Team and AVID teachers</p>	<p>Campus team minutes and review of AVID students grades</p>										
<p>5) AVID Binders. All AMS students will keep AVID style binders to help learn organizational and independent learning skills.</p> <p>Research: AVID 6, AVID 7</p>		<p>Classroom teachers</p>	<p>grade book checks, discussions at ILT and at AVID site team meetings each grading period.</p>										
<p>6) To increase college awareness, teachers' college affiliation will be posted outside their doors and staff and students will be encouraged to wear college shirts.</p> <p>Research: AVID 4</p>		<p>All staff</p>	<p>Survey of random classes</p>										
<p>7) Increase participation in High school electives, Pre-AP classes and Spanish AP classes. Announcements will be made monthly to share information about opportunities to be in advanced classes to increase enrollment in classes that will help students increase college and career readiness.</p> <p>Research: AVID 4</p>		<p>High school elective teachers, Counselors, and AP teachers</p>	<p>records of enrollment</p>										
<p>8) The library will provide quality resources including fiction and non-fiction books to encourage the level of literacy necessary for college and career readiness.</p> <p>Research: IL6</p>	<p>Funding Sources: Local - \$0.00</p>							<p>Library Information Specialist</p>	<p>Library records, ILT discussions</p>				

<p>9) Integration of technology into classes so students demonstrate mastery of the 21st century skills of information and communication literacy through assessment of Technology Applications TEKS objectives across all content areas.</p> <p>Research: IL1-IL7</p>		<p>Technology Specialist and classroom teachers</p>	<p>sign in sheets for training, lesson plans integrating technology, student tech competency data</p>				
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<p>Critical Success Factors CSF 1 CSF 6</p> <p>10) Administrators, counselors, and staff will conduct Cub Camp, Elementary/Intermediate Transition Night, Open House, and campus visits to elementary and intermediate schools to introduce and prepare students for middle school and high school. ILT will advertise with posters around the campus to increase awareness of such events and will use poster displays to emphasize exemplary student work.</p>	<p>7</p>	<p>ILT</p>	<p>ILT reflection after each activity.</p>				
<p>11) STEM activities/Field Trips- Provide students opportunities to meet with professionals and learn more about STEM -related careers.</p>		<p>All Staff</p>	<p>Funding Sources: Title I - \$7,000.00</p>				<p>Funding Sources: Title I - \$0.00</p>

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 2: Campus will improve student preparation for college and career.

Performance Objective 2: Seventh and eighth graders will complete career cluster finder in NAVIANCE to identify the career clusters for the development of career aligned high school four year plans.

Evaluation Data Source(s) 2: 90% completion for all students.

Summative Evaluation 2:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Students utilize computer based program (NAVIANCE) to complete individual interest inventories that focus on areas of career interests. Research: AA4, IL1		Transition Counselor, Counselors, Administrators, and Teachers	successful completion of career cluster electives	✓	✓	✓	













Goal 3: Campus will maintain a safe and orderly environment.

Performance Objective 1: 100 % of the students will be safe to learn and develop socially and emotionally. **Evaluation**

Data Source(s) 1: End-of-year reports

Summative Evaluation 1:





Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) SAP Groups and need-based counseling groups will work on character building and provide mental, emotional and social support to students.		Counselors, SAP trained teachers.	#teachers, students, counselors participating				
2) Red Ribbon Week Activities, Anti-Gang Awareness, and Anti-Bullying Awareness will be used to assure a safe and disciplined environment. Research: FAME 6, PASS 1	3	Counselors and classroom teachers	# of signed student pledges	✓	✓	✓	
Funding Sources: Title I - \$1,600.00							
3) Above and Beyond Committee will meet bi-weekly to analyze referral data and climate surveys in order to generate SMART goals throughout the year.	3	Above & Beyond Committee	Office Referral data; Climate Surveys given to staff, students, parents; Common area observation data				
Research: FAME 1, FAME 2, FAME 5, PASS 3, PASS 4, PASS 7	Funding Sources: Local - \$0.00						
4) AUP and RUP training for staff and all students that include the guidelines for Children Internet Protection Act (CIPA) guidelines within CAP.	3	Technology Specialist and Library Information Specialist	sign in sheets from training, review of reports of cyber bullying in spring	✓	✓	✓	
Research: ES 13, FAME 6							
5) Walk into Fitness: Students and staff will be encourage to set goals that promote healthy choice and healthy life styles. Everyone will be invited to join together to walk the track in the afternoons to promote healthy lifestyles and unity on the campus.	3	Transition Counselor	photo documentation and ILT discussion and reflections of students				
Research: ELA 7, ELA 8, HPW 9	Funding Sources: Local - \$0.00						


6) SAC monitor and Administration will track the number of special education students placed in SAC and CLC. Research: AA4, EL14	3	SAC monitor, Assistant Principal	reports of numbers of sped students in alternative classes				
7) Implementation of CHAMPs in the classrooms, cafeteria, and hallways. Research: CHAMPs	3	Staff	Classroom and building walkthroughs				
8) Promote Good Citizenship and Stewardship: Achievement Incentives, Attendance Awards, educational field trips, Honor Roll, End of Year Academic Awards. Research: DL 11, GTAP 11	3	All Staff	List of students				
Funding Sources: Title I - \$3,800.00							
9) Create a Library Learning Commons for students that encourages collaboration, safe discourse, 21st century literacy, and engagement. Research: IL6		Library Information Specialist	Library circulation statistics, door sign-in sheets				
Funding Sources: Title I - \$5,000.00, Local - \$0.00							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 4: Campus will recruit, develop, and retain highly qualified and effective personnel.

Performance Objective 1: Alief Middle School will retain 100% of highly qualified teachers and paraprofessionals and will provide additional staff development to meet their needs as lifelong learners. **Evaluation Data Source(s) 1:** End-of-year reports

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) In order to retain highly qualified and effective personnel, new teachers will be assigned a mentor and will participate monthly in the New Teacher Support Group giving them the opportunity to observe classrooms, receive positive communication and support from colleagues. Research: PD1, PD3	1, 4	Assistant Principals and Counselors	reflections/discussions mentor reports, agendas, and sign-in sheets				
System Safeguard Strategy 2) Staff will be provided opportunities for professional development that address the different learning styles of students with a focus on our system safeguards subgroups. Research: PD 1, PD3	1, 4	All Staff	Classroom observations, PD verification (such as sign-in sheets or certificate of completion)				
Funding Sources: Title I - \$18,500.00							
3) Alief Middle School will build positive relationships with all stakeholders by building the staff morale, recognizing staff for going above and beyond their job description, and reward the staff members for perfect attendance through incentives. Research: PD 1, PD3	5	ILT	Surveys				
4) Professional development opportunities designed to address the needs of AMS students in the core subjects will be attended by the principal, assistant principals, counselors, teachers and professionals. Information will be disseminated to those who did not attend through team and department meetings.	3, 4, 10	ILT	PD sign-in sheets, certificates, department meeting minutes.				
Funding Sources: Title I - \$0.00							




<p align="center">Critical Success Factors CSF 1 CSF 3</p> <p>5) Administrators will attend conferences and participate in leadership coaching in order to develop strategies to help improve student learning.</p>	4, 5	Administrators	Improved morale Improve student engagement				
Funding Sources: Title I - \$0.00							
							













Goal 5: Campus will continue to build positive relationships with all stakeholders.

Performance Objective 1: AMS will increase family involvement each year by 10%. **Evaluation**

Data Source(s) 1: End-of-year reports

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) To promote family involvement throughout the entire school year, Alief MS will continue to host both academic and extra-curricular events such as Cub Camp, Fine Arts Events, Academic Night, and Ethnic Festival, FAB, and teachers' Sign-in sheets</p> <p>(Research: ES 9, FAME 2, ELA 3</p>	6	Instructional Leadership Team (ILT) and teachers	sign-in sheets				
				Funding Sources: Title I - \$1,000.00			
<p>2) The Family Engagement Center will provide information to the staff and students and provide opportunities for parents to continue learning, such as English classes, money management, and parenting classes.</p> <p>Research: ES 9, FAME 2, ELA 3</p>		Family Center Liason	parent center attendance, parent survey				
	Funding Sources: Title I - \$3,270.00						
<p>3) The Family Center will provide information to the staff and students and provide opportunities for families to continue learning. (Family Center Liaison) Family center attendance, parent survey</p> <p>Research: ES 13, FAME 1, FAME 2, FAME 5, FAME 6</p>		Staff	sign-in sheets				
<p>4) Share Title 1 Compact and Family Involvement Policy with the Parents, Students, and Teachers so all stakeholders understand how working as a team increases student success.</p> <p>Research: ES 10, H 3</p>		SDC Facilitator, ILT, and teachers	Sign-in sheets from open house, calendar of parent conferences, signed homeroom rosters				

5) Share Title I Compact and Family Involvement Policy with parents, students, and teachers so all stakeholders will all be involved in making decisions that help impact student success (SDC Facilitator, ILT, and teachers) Open House sign-in sheets, calendar of parent conferences, signed homeroom rosters Research: ES 10, FAME 2, 163		SDC Facilitator	SDC agendas and minutes				
6) Provide information to all families through the campus website, Twitter, Facebook, parent resource page, and callouts so that events and important activities are publicized in an efficient manner. (Principal, technology specialist, content specialists, teachers) ILT Review of campus, department, and teacher pages Research: ES 10, FAME 10, 163		Principal Campus PR Coordinator	Log of dates and messages				
7) SDC will hold monthly meetings to allow all stakeholders to assist the campus principal in the development, review, and revision of the campus action plan. (SDC Facilitator) SDC agendas and minutes Research: DL 8, FAME 2		Staff	contact logs and parent conference agendas				
8) All teachers will confer with parents a minimum of twice a year to increase the academic success of their students. (Teachers) Contact logs and parent conference agendas		teachers	contact logs and parent conference agendas				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							








Goal 5: Campus will continue to build positive relationships with all stakeholders.

Performance Objective 2: Students will receive awards for academic achievement which will promote positive relationships and encourage future student success.

Evaluation Data Source(s) 2: As indicated by student report card grades.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews
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			Formative			Summative	
			Oct	Jan	Mar	June	
1) Academic awards will be given in three categories: students with all As, All A plus 1 B, All As plus 2 Bs.		Lead Teachers and ILT	Success is demonstrated by report card grades indicating an achievement category				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	All grade level content teachers will plan together weekly. TEKS will be formatted into learning objectives for each specific class period.
1	1	2	All grade level content teachers will administer a common assessment every three weeks to measure objective achievement from Strategy 1.
1	1	3	All ELAR teachers will implement Growth Writing Portfolios to help evaluate students' progress and achievement in ELAR.
1	1	4	CLC Instructor/SAC Monitor/Interventionists will work within the classroom for small group instruction for grades 6th through 8th students. Research: Sci 6, Sci 8,
1	1	6	Provide academic interventionist support and resources before and afterschool and Forward and Beyond (FAB) to increase student academic achievement and growth Research: TEC 6, TEC 8
1	1	9	SPED and ESL departments will use technology to supplement small group instruction with at-risk students in the areas of reading, math, science and social studies.
4	1	2	Staff will be provided opportunities for professional development that address the different learning styles of students with a focus on our system safeguards subgroups. Research: PD 1, PD3