

# Gorman Middle School



## Campus Improvement Plan 2019-2020 Board approved 8-12-19

### District Mission Statement:

"The mission of Gorman ISD is to provide the best possible educational program to meet the individual needs of all students, assuring them the opportunity to be responsible and productive citizens"

## **Gorman Middle School Campus Plan Summary**

Show significant improvement in state testing to raise campus accountability rating:

- Increased interventions for Identified students.
- Monitor and adjust curriculum through two campus benchmark assessments.
- Mandatory remediation for those students in the at-risk range of accountability performance.
- STARR test professional development opportunities for staff.
- RTI-Students will be identified and placed into a 3 tier model and interventions will be made according to Tier and student needs in core subjects.

Safe and secure environment:

- Provide anti-bullying/ violence prevention for personnel and students.
- Background checks for everyone who interacts with students through all school sponsored activities.

Achieve 97% attendance rate:

- Contact parents/guardians daily by phone for those students who are not in attendance.
- Contact parents/guardians by mail for any students who are having attendance problems.
- Offer incentive program for students with good attendance.

Continue to align curriculum with new TEKS changes:

- Sixth-Twelfth grade level teachers will meet to continue curriculum alignment.
- Continue to use TEKS Resource System in curriculum alignment.
- Provide professional development to assist with higher level questioning and teaching strategies.
- Campus meetings to implement and promote cross-curriculum alignment.

Establish a baseline to increase extra-curricular/co-curricular activities:

- Survey students to determine current level of participation and to find interests of student population.
- Recruiting activities by school sponsors.

Increased parent and community communication and involvement:

- Post schedules, upcoming events, and accomplishments in area newspapers.
- Communicate with parents by faculty through mail and telephone to keep parents updated on student achievement
- Have parent nights to keep the community informed of all State and local changes.

## **Needs Assessment for the 2019-2020 Campus Plan**

The needs of the students in Gorman Middle School were identified by the GMS Site Based Decision Making Committee by utilizing both formal and informal methods of assessment. Information used in this assessment included:

- Data analysis:
  - 2016-2017 STAAR test results
  - 2017-2018 STAAR test results
  - 2018-2019 STAAR test results
  - Benchmark test results
  - PEIMS data
- Analysis of most recent state and federal accountability data:
  - AEIS reports
  - Campus Report Cards
  - Adequate Yearly Progress Report
- Analysis of specific characteristics of economically disadvantaged and at-risk populations
- Annual evaluation of special programs:
  - Dual Credit courses
  - Federal programs
  - Gifted and Talented programs
  - Attendance data
  - Dyslexia
  - ESL program
  - Graduate profiles
  - Special Education
  - Tutorial programs
  - UIL participation
- Input from teachers, parents, board members and district administration

Gorman Middle School

GOAL: 1 - Improve the learning environment and instructional programs at Gorman MS in mathematics

MEASURABLE

PERFORMANCE OBJECTIVE: All math students will continue to improve and perform above state mandated levels on STAAR

SUMMATIVE EVALUATION: STAAR-Final Grades-AEIS-AYP

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/Allocation	Formative Evaluation
1. Curriculum in grades 6-8 will be vertically aligned to meet STAAR objectives. Teachers will receive Pro. Dev. for instruction.	2019-2020	Math Teachers	ESC14 staff, staff dev., technology, STAAR materials, textbooks, lesson plans, student work, TEKS Resource System; Title IIA	Vertical Team Planning, benchmark tests, student work, teacher input, lesson plans, TEKS Resource System
2. Math teachers will receive and analyze data to promote student achievement	2019-2020	Math Teachers	General supply funds, software, technology funds	Student work, teacher input, benchmark results, lesson plans
3. Math teachers will integrate software and technology into their classrooms to enhance student performance	2019-2020	Math Teachers, Technology Director	Scheduling software, IXL Math	3 & 6 week grade reports, teacher and student input
4. All students will take the M-Star testing instrument to monitor progress throughout the year.	2019-2020	Counselor, Principal, Math Teachers	Technology; Region 14	Frequent benchmarks, individual student progress, teacher and student input, progress tracking software
5. Students who score low on the STAAR test will be placed in a remediation class and be given a specific intervention plan for success	2019-2020	Math Teachers, Principal	Software, texts, general supply budget, TEKS Resource System, math lab time	Frequent benchmarks, individual student progress, teacher and student input, progress tracking software

6. Periodic review of math concepts using projected STAAR questions.	2019-2020	Math Teachers	Hardware, software, classroom assignments, math and internet sites, computer software	Benchmark results, lesson plans, teacher and student input
7. RTI-Students will be identified and placed into a 3 tier model and interventions will be made according to Tier and student needs in math	2019-2020	Math Teachers, RTI director Principal	Math software, textbook coordinated supplemental materials, STAAR materials, TEKS Resource System	Periodic progress reports, testing, teacher and student input

### Gorman Middle School

GOAL: 2 - Improve the learning and instructional programs at Gorman MS in reading and writing.

MEASURABLE

PERFORMANCE OBJECTIVE: All reading/writing students will perform above the state mandated levels on STAAR

SUMMATIVE EVALUATION:

STAAR-AEIS report-AYP

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/Allocations	Formative Evaluation
<p>9. STAAR data will be disaggregated at the campus level to target student populations requiring additional preparations—                      a. Migrant, b. ESL, c. Hispanic, d. Anglo, e. Economically Disadvantaged, f. GT, g. Male, h. Female</p>	<p>2019-2020</p>	<p>Principal, Counselor, ESL/LEP coordinator, all teachers</p>	<p>STAAR Data, Campus Meetings, Review student scores, Focus on low performance areas</p>	<p>STAAR Data, Campus Plan</p>
<p>10. Low-performing students will be quickly and thoroughly identified and assessed.</p>	<p>2019-2020</p>	<p>Principal, All Teachers</p>	<p>Practice Materials, SpEd, Remedial Classes, Accelerated Reading,</p>	<p>Master Schedule Lesson Plans, TEKS REs. Sys., and STAAR, Teacher Input</p>
<p>11. Curriculum will be vertically aligned in grades 6-12 to meet all TEKS objectives.</p>	<p>2019-2020</p>	<p>Principal, All Teachers, TEKS Resource System</p>	<p>Tutorials, STAAR Textbooks, Region 14 ESC, STAAR Materials</p>	<p>Teacher Input, Student Performance, Tests Writing Samples</p>
<p>12. Benchmark assessments will be administered periodically throughout the year to monitor student progress.</p>	<p>2019-2020</p>	<p>Counselor, English Teachers</p>	<p>STAAR Assessments</p>	<p>Staff Input, Company Interviews, Completion of Student Assessments</p>
<p>13. Writing styles and objectives will be adjusted to new state criteria.</p>	<p>2019-2020</p>	<p>Principal, All Teachers, Counselor Region 14 ESC, Internet Research, TAKS Materials</p>	<p>Software, STAAR Materials, ESC 14 Internet Research, STAAR Materials</p>	<p>Grades, STAAR Performance, Parent Feedback, Staff Input, Student Input</p>
<p>14. RTI-Students will be identified &amp; placed into a 3-tier model. Interventions will be made according to student needs in ELA</p>	<p>2019-2020</p>	<p>Staff, Counselor, Principal</p>	<p>Schedules, Materials</p>	<p>District Plan</p>

17. Professional Development will be offered to teachers to increase accountability rating.	2019-2020	Principal, English Teachers(Department head)	Materials; Title IIA	
---	-----------	--	----------------------	--

Gorman Middle School

GOAL: 3 - Improve the learning environment and instructional programs at Gorman Middle School in science.

MEASURABLE

PERFORMANCE OBJECTIVE: All students will perform above state mandated levels on science STAAR

SUMMATIVE EVALUATION: STAAR-FINAL GRADES-AEIS-AYP

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/Allocation	Formative Evaluation
18. Curriculum alignment for grades 6-12-which includes	2019-2020	Science Teachers, Principal	Region 14 staff	Lesson Plans, TEKS Resource System

specific grade level curriculum				
19. Practice STAAR materials should be given and evaluated to benchmark progress	2019-2020	Teachers, Principal	Budget Allocations \$100-250	Student Success, Report Cards, Observation, Teacher Input
20. Provide workshop training for science department regarding TEKS	2019-2020	Teachers, Principal	Region 14 ESC, Title IIA	Teacher Observation, Teacher Input, 3 & 6 week grade reports
20. Purchase course specific STAAR remediation materials to improve student performance on STAAR.	2019-2020	Science Teachers, Principal	Science Department Budget	STAAR Results, Teacher Input, Classroom Observations
21. RTI-Students will be identified and placed into a 3 tier model and interventions will be made according to Tier and student needs in science.	2019-2020	Science Teachers	Science Department Budget	Benchmark Testing, Teacher Input, Student Input, Software, Progress Reports
22. Evaluate and maintain a complete inventory of all lab materials and chemicals	2019-2020	Science Department Head	Science Budget	List of materials-catalog of inventory

Gorman Middle School

GOAL: 4 - Improve the learning environment and instructional programs at Gorman Middle School in social studies.

MEASURABLE

PERFORMANCE OBJECTIVE: Students will perform at or above the state mandated levels on social studies STAAR.

SUMMATIVE EVALUATION: STAAR, AEIS Reports, AYP

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/Allocation	Formative Evaluation
--	----------	-------------------	----------------------	----------------------



23. Curriculum alignment for grades 6-12	2019-2020	Teachers, Principal	Region 14 ESC, TEKS Resource System , Textbooks	Teacher Input, Lesson Plans
24. Review of TEKS concepts, daily objectives, and additional needs to improve progress in history	2019-2020	Teachers, Principal	Shared conference times	Lesson Plans, Teacher Input, Teacher Observation
25. Provide workshop training for the history department regarding TEKS	2019-2020	Teachers, Principal	Staff Development funds Title IIA(minimum \$500)	Teacher Observation, Certification, Evaluation Program ( I –Teach Texas)
26. Practice STAAR materials and benchmark tests should be given to evaluate progress	2019-2020	Teacher, Principal	Department Funds/ Testing Allocation	Student Performance, Lesson Plans
27. RTI-Students will be identified and placed into a 3 tier model and interventions will be made according to Tier and student needs in Social Studies	2019-2020	Social Studies Teacher, RTI director	S.E. funds/ General Funds	Student Performance

Gorman Middle School

GOAL: 5 - All career and technology students will have the opportunity to take courses that will provide a variety of career choices.

MEASURABLE

PERFORMANCE OBJECTIVE: Course Completion

SUMMATIVE EVALUATION: Student success at the end of the second semester

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/Allocation	Formative Evaluation
--	----------	-------------------	----------------------	----------------------

28. Develop and distribute vocational needs survey to students	2019-2020	Counselor, Principal	Technology funds/ Budget Allocation	Schedules/Class Rosters
29. Ag Voc-Tech class opportunity	2019-2020	Counselor, Principal, Ag Voc-Tech Teachers	General Funds/ Budget Allocation	Schedules/Class Rosters Student Surveys,
30. Purchase software to be used to accelerate instruction	2019-2020	Principal, Technology Director	Technology Funds/ Budget Allocation	Teacher Input, Student work and projects, 3 & 6 weeks grade reports
31. The district will provide and maintain the necessary equipment, supplies, and research-based materials and programs to equip teachers and students in vocational programs	2019-2020	Technology Director, Technology Teacher, Vocational Teachers, Principal, Counselor	Technology Funds/ Budget Allocation	Student work & projects.

### Gorman Middle School

**GOAL:** 6 - At-Risk students of Gorman Middle School will be identified, monitored, and assessed regularly to increase their chances of success.

**MEASURABLE**

**PERFORMANCE OBJECTIVE:** 3 & 6 weeks reports, measurable performance on testing, evaluation of diagnostic tools, TELPAS testing, STAAR Math results, STAAR Reading results. The Title I Migrant Coordinator will include the PFS Action Plan in the District’s Improvement Plan as a separate section appropriately or identified. “Migrant PFS Action Plan”, rather than integrating the action plan elements with other DIP sections that focus on student population groups. (e.g., Bilingual, ESL, and Low income).

**SUMMATIVE EVALUATION:** TAKS results, and promotion rate

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/ Allocation	Formative Evaluation
--	----------	-------------------	-----------------------	----------------------

30. Provide effective curriculum for ESL students to enhance their transition to English	2019-2020	ESL Coordinator, Principal	ESL Budget	Progress Reports, Writing Samples, Report Cards
31. Staff development for teachers to integrate ESL strategies across the curriculum	2019-2020	Principal, ESL Teacher, Additional Staff	Region 14 ESC	Teacher Input, Report Cards, Student Progress
32. Use writing across the curriculum to enhance ESL skills	2019-2020	All Teachers, Principal	Textbooks, ESL Materials, TEKS Res. Sys.	Student Work, Lesson Plans, Student Performance, Progress Reports, Parent/Student Input, Teacher Input
33. Continue STAAR Remedial classes	2019-2020	Counselor, Principal	All Teachers, Principal	Staff Input, Student Participation
34. Dyslexia students will continue to be assessed and monitored through our campus dyslexia program	2019-2020	Counselor, Dyslexia Coordinator	Diagnostic materials, Staff development, Materials	Progress Reports, 3 & 6 week reports, Teacher Input
35. Continue to monitor 504 students and provide counseling and services to ensure success	2019-2020	Counselor	504 Funds, Region 14 ESC	Student Performance, Evaluation, Documentation
36. Use TELPAS data to assess student language proficiency and ensure appropriate placement in English language acquisition courses.	2019-2020	Counselor, Principal, ESL Coordinator Teachers	Program Guidelines, Staff Development	Student Performance, Evaluation, Documentation
37. RTI-Students will be identified and placed into a 3 tier model and interventions will be made according to Tier and student needs in core classes.	2019-2020	Teachers, Counselor	Early Start Waiver Application	Student Performance, Evaluation, Documentation
37. TEA approved contractor will be hired to help with the Campus Improvement Team to improve school accountability.	2019-2020	Principal	Region 14; Title IIA	Teacher Input AEIS ratings

Gorman Middle School

GOAL: 7 - All eligible special education students will be mainstreamed into the regular classroom

MEASURABLE

PERFORMANCE OBJECTIVE: Students are correctly evaluated and placed following ARD conference

SUMMATIVE EVALUATION: Reports-IEP's-Behavior Management

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/Allocation	Formative Evaluation
38. Special Education ARD meetings will have academic, educational, & psychological information that is necessary to target individual needs of each student in planning an appropriate educational program through inclusion and modifications in regular	2019-2020	Diagnostician, Special Education Coordinator, Teachers, Principal	Alternative Assessments, Reports, Schedule, East-End Co-op	Assignments, Schedule

classroom subject areas, Individual IEP				
39. Teacher modification records will be checked routinely to ensure program success	2019-2020	Special Education Coordinator, Principal, All Teachers	Modification Folders	Compliance Reports, Student Success
38. Special Education coordinator will make regular classroom visits as part of her daily schedule	2019-2020	Special Education Coordinator, Principal	Schedule	Observation Notes, Teacher Input
40. Provide training for faculty on specific learning modalities for mainstreamed students	2019-2020	Principal, Special Education Coordinator	Ongoing budget allocation approximately \$300	Student and Staff Input, Weekly Journal of Activities, Special Education Coordinator Evaluations, (informal)

### Gorman Middle School

GOAL: 8 - Parent and Community involvement will be a vital component in the daily operation of the school.

#### MEASURABLE

PERFORMANCE OBJECTIVE: The number of opportunities for parents and community members to get involved will increase

#### SUMMATIVE EVALUATION: SBDM Survey

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/Allocation	Formative Evaluation
41. Parent meetings will be held to keep parents informed & give them opportunity to express concerns	2019-2020	Principal	Use of time and space to hold meetings, Parent involvement on the SBDM	Parent Attendance, Parent Feedback
42. All organizations will be required to publish event schedules and results in Gorman Progress Website	2019-2020	All Staff Members	E-Mail, Faxes	Published Articles
43. Site-based committee		SBDM Chairperson	Regular Meetings	SBDM Roster

will reflect business and community involvement	2019-2020			
44. Keep parents informed with regards to tardies and absences with the mailing of attendance letters	2019-2020	Principal, Secretary	Paper, Envelopes, Stamps	Copies of letters mailed home Phone Contact
45. Provide letters for the purpose of disciplinary correspondence	2019-2020	Principal, Secretary	Paper, Envelopes, Stamps	Disciplinary Records
46. Include regular mailings with report cards	2019-2020	Secretary	Envelopes, Stamps	Parent Feedback, Teacher Input
47. Mail home general education newsletter geared toward Gorman students and their families	2019-2020	Secretary	Envelopes, Stamps, Correspondence, \$371 for printing	Parent Feedback, Student Feedback, Staff Feedback

Gorman Middle School

**GOAL: 9 - Gorman Middle School will promote campus safety, a drug free environment, and strong character values**

**MEASURABLE**

**PERFORMANCE OBJECTIVE:** Decrease in discipline referrals, decrease in number of students who are referred to the authorities, decrease in incidents of violence

**SUMMATIVE EVALUATION:** PEIMS reports, Student Input, Teacher Input

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/Allocation	Formative Evaluation
48. Provide counseling services, including individual, self-help, and career guidance	2019-2020	Principal, Counselor, Nurse	Materials, Bully Prevention, Computer Cyber Bullying Prevention.	Student Enrollment
49. Practice Crisis Plan a) Building Evacuation b) Shelter for Weather c) Lockdown Situation	2019-2020	Principal, Counselor, All Staff Members	Materials	School Records, Documented Crisis Plan
50. Assist in obtaining	2019-2020	Counselor	Outside sources-agencies	Student Involvement,

services from government agencies				Counselor's Reports
51. Provide motivational speakers who address sensitive issues	2019-2020	Counselor, Principal	Administrative budget allocation	Observation, Staff Input, Student Input
52. Provide abstinence based sex-ed curriculum	2019-2020	Counselor, Principal, All Staff	Serenity Prevention Program, Voices Program, Cyber Bullying Prevention	Parent Input, Student Input, Observation, Reduction in Student Pregnancies
53. Schedule regular fire drills to facilitate efficient student evacuation during an emergency	2019-2020	Counselor, Principal, All Staff	Gorman Fire Department	Timed Results of each drill
54. Schedule red-ribbon week activities	2019-2020	Principal, Counselor	Funds allocated for drug awareness	Student involvement, Teacher Input
55. Use regularly scheduled visits by the drug dog to deter drug use by students	2019-2020	Principal	Budget Allocation \$2000	Reports, Number of instances on campus
56. Educate students about theft prevention	2019-2020	Principal, All teachers	Assembly	Teacher Input, Student Input
57. Anti-bullying programs for students	2019-2020	Counselor	Assembly	Community Input, Student Input
58. Increased student involvement in Extra-curricular activities & UIL events	2019-2020	Faculty sponsors	Recruitment meetings	Student input
59. Add teacher opportunity for training and Professional Development	2019-2020	Faculty	Service center, Professional services	Student survey
60. Administrators will travel to Athletic events for the safety of our students	2019-2020	Administration	Budget Allocation	Administration
61. Ensure that administrator		Administration	Service center, Professional services	Administration

stays abreast of current updates and mandates by attending trainings and through membership in professional organizations.	2019-2020	Administration	Budget Allocation, Service center, Professional services	Administration
62. Contract with ESC 14 for Library Services	2019-2020	Principal, teachers	Gradebook, Materials	Gradebook
63. Teachers and administrators will strive to keep students up to date on all assignments if they are homebound.	2019-2020			