

# Comal Independent School District

## Smithson Valley Middle

### 2018-2019 Strategic Priorities/Performance Objectives/Strategies



# Mission Statement

SVMS will create life-long learners, consistently holding students to high expectations and standards by building relationships and providing individualized instruction in a safe, positive, engaging environment.

## Culture and Commitments

### Culture and Commitments

**Learn and perform your job with high expectations.**

**Deliver exceptional customer service.**

**Work for the team.**

**Own our student performance.**

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# Strategic Priorities

## Strategic Priority 1: Maximize Academic Performance

**Performance Objective 1:** Student attendance will increase from 96.7% to 98%. Dropout rate will hold at 0%.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Monitor Daily Attendance	All teachers, Attendance Clerk, Admin					
2) Continue referrals to counselors	Teachers, SVMS counselors					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Strategic Priority 1: Maximize Academic Performance**

**Performance Objective 2:** Teachers will use Writing Across Curriculum strategies in all core content areas and electives.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**










Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) The reflect and connect sentence stems from Support Services will be used in classrooms when appropriate. Posters are available to hang in classrooms.	Admin, CIC					
2) Students will practice creative free writing in journals to enhance student comfort level with writing. Visible in all classes including Dance, Theater, Texas History, 6th grade Science, AVID, etc.	Admin, CIC					
3) AVID writing strategies and focused note taking strategies, such as Cornell notes, were taught during August campus PD.	Admin, CIC					
4) SVMS now has a "Reid" and Write Center hosted by the CIC for small group and one-on-one reading and writing assistance.	Admin, CIC					
= Accomplished                        = Continue/Modify                        = Considerable                        = Some Progress                        = No Progress                        = Discontinue						

**Strategic Priority 1: Maximize Academic Performance**

**Performance Objective 3: Increase STAAR 7th Writing scores.**

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Increased revising and editing practice during Unit 1 and throughout the year to prepare for District Unit Assessments and STAAR.	Teachers, CIC, Admin					
2) Increase effectiveness of CTC in 7th grade ELA by ensuring fidelity to unit maps.	Teachers, CIC, Admin, Librarian					
3) Evaluate 2017-2018 6th grade writing portfolios at the beginning of 2018-2019 for the 7th graders to identify areas that need improvement.	Admin, Teachers, CIC					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Strategic Priority 1: Maximize Academic Performance**

**Performance Objective 4:** Teachers will increase ELA STAAR Reading scores by increasing Reading Across Curriculums.

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**












Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) The Wild Reading Initiative promotes independent reading, time on task, and student choice.	Teachers					
2) Students will complete Book Tasks about their wild reading books.	Teachers					
3) Class novels are taught in classes other than ELA. Principles of Human Services reads Seedfolks by Paul Fleischman. Youth Leadership reads The 7 Habits for Highly Effective Teens by Stephen Covey. World Cultures will be reading a class novel as well.	Teachers, CIC					
4) Science and Social Studies classes are using NewsELA to increase student exposure to reading current events and informational pieces.	Teachers, CIC					
5) Youth Leadership has students collect Motivational Quotes each Monday on varied topics.	Teacher					
6) Students and teachers have the opportunity to join the District Book Club, organized by the librarians. Students can read a different novel each month and join in book chats through Flipgrid.	Librarian					
= Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue						

**Strategic Priority 1: Maximize Academic Performance**

**Performance Objective 5:** Teachers will identify target groups of students, both an Approaches and Mastery group, and plan instructional strategies and content for those target students.

**Evaluation Data Source(s) 5:**

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Department meetings for teachers to use STAAR and MAP data to identify students.	Teachers, Admin, CIC					
2) Teachers continue to monitor student progress through classroom assessments (formative and summative), District Common Assessments, and District Unit Assessments.	Teachers, Admin, CIC					
3) Special Education and 504 accommodations are available in Eduphoria for teachers to access electronically.	Admin					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						














**Strategic Priority 1: Maximize Academic Performance**

**Performance Objective 6:** SVMS will increase parental involvement and business partnerships with its faculty, curriculum, personnel and other resources as well as increasing PTA membership and involvement.

**Evaluation Data Source(s) 6:**

**Summative Evaluation 6:**










Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Utilize SVMS PTA to generate 50% more parent volunteers during the school day.	Admin, PTA					
2) Publicize school calendar in local newspaper and register parent email addresses through CISD website. Share week at a glance through Facebook and Instagram.	Admin, Admin Assistant, PTA, Counselors					
3) PTA has been given a space for meetings, the Mustang Room.	Admin					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Strategic Priority 1: Maximize Academic Performance**

**Performance Objective 7:** SVMS is working towards earning a Distinction in Science with a goal of achieving 90% Approaching and 50% Mastery.

**Evaluation Data Source(s) 7:**

**Summative Evaluation 7:**











Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Students will write in Science class, both creatively and critically. Students practice the CER (claim, evidence, reasoning) strategy.	Admin, teachers					
2) Students will be asked to do content area reading and practice annotating science articles related to topics from Unit Map.	Admin, Teachers					
3) SVMS will host a Super Science Saturday for 8th graders before the STAAR test. The tutoring will be an advanced tutoring, designed to increase mastery scores.	Admin, teachers, CIC					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Strategic Priority 1: Maximize Academic Performance**

**Performance Objective 8:** SVMS is working towards earning a Distinction in Social Studies with a goal of achieving 90% Approaching and 50% Mastery.

**Evaluation Data Source(s) 8:**

**Summative Evaluation 8:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Teachers regularly ask students to complete DBQ assignments, requiring students to use critical thinking skills to analyze primary sources.	Admin, Teacher					
2) Teachers will begin mixed class rotations throughout the year, such as at the end of units, rather than only EOY STAAR review. The rotations involve two teachers and the CIC. Students then are grouped and information is retaught or reinforced through engaging small group activities.	Admin, teachers, CIC					
3) Teachers will incorporate graphic organizers and review games including word sorts, jeopardy, \$25,000 pyramid, etc. in order to reinforce vocabulary and support students as they must recall details and events while making connections to timelines.	Admin, Teachers					
4) Students will be making and using flash cards to study historical events, names, dates, and terms.	Teachers					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

## Strategic Priority 2: Prepare Classrooms and Facilities for Learning

**Performance Objective 1:** Planning and management will ensure cost-effective facilities growth and maintenance.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**









Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Safety awareness plans communicated regularly by the principal.	Head Custodian, Campus Secretary					
2) Teachers helped with maintenance and upkeep by painting hallways and classroom, pressure washing sidewalks, trimming trees, and working in flower beds.	Teachers					
3) Custodial staff organizes and rotates carpet cleaning.	Custodial staff, Admin					
= Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue						

**Strategic Priority 2:** Prepare Classrooms and Facilities for Learning

**Performance Objective 2:** Long and short term planning will focus fiscal responsibility on all areas of school operations (including asset/at-risk management and purchasing).

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

















Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) SBDM committee will consist of 5 "umbrellas" 1. Student learning and wellness 2. Teacher development and wellness 3. Planning for 2018-2019 4. Learning of technology 5. STAAR 2019	Admin					
2) Each department is provided with a budget to be managed by department chair.	Admin, Department Chair					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Strategic Priority 2:** Prepare Classrooms and Facilities for Learning

**Performance Objective 3:** Technology advancements will result in student and staff acquisition of skills and competencies necessary for success in the 21st century.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**












Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Math, Spanish, and any other teacher with a working Smartboard will continue using the Smartboard to enhance student engagement and learning.	Teachers					
2) Teachers have begun using airserver with iPads in the classroom. This is still in the beginning stages.	Teachers, CTIC					
3) Computer lab and Cows will be used by all core content and elective teachers throughout the year.	Teachers					
4) Students will be trained to use Google Classroom through Social Studies and/or Science classes.	Teachers					
5) Learning software will be used as appropriate to enhance engagement and learning. Examples include Vocabulary.com and Prodigy.	Teachers, CITC (Campus Instructional Technology Coach, Kim Labbe)					
6) Monitor and assist at-risk students' different learning styles by implementing various means of technology and instruction.	All Teachers					
7) We will implement a new online book club this year.	Librarian					
8) We will continue to use iPods for Oral Administration during testing.	Special Education teachers, General Education teachers					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Strategic Priority 2:** Prepare Classrooms and Facilities for Learning

**Performance Objective 4:** Campus wide systems will provide a safe, secure, orderly, clean and positive environment in which all students and staff focus on learning.

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Continue staff development and implementation of SVMS crisis plan.	Admin		✓	✓	✓	
2) Implement a Bullying Awareness Program led by the Youth Leadership class.	Youth Leadership Teacher. Admin, Counselors					
3) Red Ribbon Week Activities to promote Drug free living.	Student Council Teacher, Admin					
4) Teachers and students follow the Comal Commitment curriculum monthly.	Admin, teachers, AVID teacher					
5) Increased officer presence on campus.	Admin					
6) SVMS will continue to decrease the number of discipline referrals through high expectations for behavior and academic achievement by practicing high engagement, challenging lessons bell-to-bell.	Admin					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

### Strategic Priority 3: Embrace Choice

**Performance Objective 1:** We support 8th grade students in making choices for high school.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Students will take an interest survey in 8th grade.	Teachers, Admin					
2) High School Counselors visit SVMS to help students and parents choose course and HS pathways.	Counselors					
3) Students take College and Career Readiness as an elective in 7th grade to start thinking about college and career choices.	Teachers					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						



**Strategic Priority 3: Embrace Choice**

**Performance Objective 2:** Students may choose from a variety of activities to build confidence, learn teamwork, and gain leadership roles.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Band, Choir, Art, and Theater	Teachers, Admin					
2) Football, Volleyball, Basketball, Baseball, Softball, Soccer, Tennis, and Golf	Coaches, Admin					
3) Robotics, Rocket Club, Book Club, Student Council, National Honor Society, FCA, Academic UIL	Teachers, Admin, Librarian					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

# Strategic Priority 4: Recruit, Develop, and Coach Talent

**Performance Objective 1:** Support teachers and aides with a minimum of forty hours of pertinent staff development and mentoring.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) New teachers will be paired with mentors for staff development and policy clarifications	Principal					
2) Admin, SBDM, department chairs and the CIC will develop staff development needs based on student learning data	Admin., SBDM, Dept. Chairs, CIC					
3) Continue GT updates with GT teachers based on needs assessment of student learning data	GT Teachers					
4) Dyslexia and OHI (504) training based on needs assessment for identified students	All Teachers					
5) Increase ESL teacher certification at all grade levels to improve ESL student success rates	Principal					
= Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue						

**Strategic Priority 4:** Recruit, Develop, and Coach Talent

**Performance Objective 2:** Continue to hire Highly Qualified and certified candidates for vacancies.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) New candidates will meet the NCLB Highly Qualified qualifications.	Admin, Dept. Chair	Making sure questions are job specific. Check references	✓	✓	✓	
2) Monitor placement of instructional staff according to teaching strengths and learning needs	Admin, Counselor		✓	✓	✓	

**Strategic Priority 4:** Recruit, Develop, and Coach Talent

**Performance Objective 3:** Encourage teachers to identify the local distinctions/campus achievements our teachers and students have accomplished in order to motivate future success.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Teachers identified our campus "Points of Pride", which are now displayed campus wide.	Teachers, Admin, CIC		✓	✓	✓	
2) Teachers identified the elements of our campus culture that makes SVMS stand out amongst other schools, which are now displayed in a campus brochure.	Teachers, Admin, CIC		✓	✓	✓	