

West Orange Cove Independent School District
West Orange Stark Middle School
2018-2019 Campus Improvement Plan



Mission Statement

West Orange-Stark Middle School will educate and foster the growth and development of well-rounded students in a safe, continuously evolving environment. Through collaboration with all stakeholders, our students will be equipped to take a positive role in society as productive citizens and develop their personal commitment to life-long learning.

Vision

Through academic excellence, value added mindset, and STALLION PRIDE, West Orange ~ Stark Middle School will transform into a premier middle school where purposeful intent, sincere commitment, and uncompromisable excellence produce an environment where students and teachers ... think of the unthinkable, do the impossible, and teach and learn without limits.

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Comprehensive Needs Assessment

Needs Assessment Overview

Area 1: Student Achievement

- Close student achievement gaps in all core subjects
- Continue to make improvements and advancements in instructional programs
- Create student self-monitoring systems to promote student awareness of progress
- Track all student groups, including special education students, using state academic assessments and benchmark test results
- Improve general education interventions and supports. Implement an early warning monitoring system that provides timely information about students who are academically at risk
- Use math/reading universal screeners & benchmarks to strengthen RTI referral process
- Continue extended-day programs for students at-risk of failing STAAR assessments

AREA 2: Staff Quality, Retention, and Recruitment

- Recruit, train, and support administrators in their development of instructional leaders
- Use multiple measures to identify highly-qualified instructors
- Cultivate and capitalize on instructional leadership and instructional development
- Prepare and support teachers for the specific challenges posed by working in a high needs instructional environment
- Evaluate effectiveness of professional development programs
- Continue to actively recruit teachers from diverse backgrounds
- Request additional science and social studies instructional positions

Area 3: Family & Community Involvement

- Increase family and community involvement in all instructional activities
- Increase family and community member involvement in school decisions through committees and organizations
- Provide all stakeholders with opportunities to increase their understanding of families' background, culture, and goals for students
- Increase two-way communication between school and home
- Continue to build a strong PTA by increasing membership among all stakeholders

Area 4: Curriculum & Instruction

- Curriculum, lesson plans, instruction, and assessments in all core areas aligned and modified with the rigor of state assessments
- Integrate curriculum horizontally across core areas
- A well-defined comprehensive, system-wide pyramid of interventions
- Increase reading and writing fluency in all grade levels
- Staff development provided in the areas of IEP implementation
- Opportunities for teachers to improve instructional delivery through observations of model teaching

Area 5: School Context & Organization

- Fill the gaps in communication among all departments
- Regain respect among the community
- Set high expectations
- Celebrate successes (ALL)
- Improve transitions between all campuses

Area 6: Technology

- Need a long term plan for maintaining and updating equipment/software on all campuses.
- Technology training needs to be done at appropriate times and by using hands on methods

Area 7: School Culture and Climate

- Increase the opportunities for parent participation
- Increase school pride and respect among staff, students, and parents

Area 8: Demographics

- Continue to use interventions and communication to improve attendance rates
- Build on the trends of increased enrollment through communication and through the promotion of a positive district and campus image

Student Achievement

Student Achievement Summary

WOSMS STAAR Results:

Grade	Subject	2017	2018	Difference
6	Reading	39	44	↑5
6	Math	32	48	↑16
7	Reading	53	47	-6
7	Math	37	36	-1
7	Writing	47	43	-4
8	Reading	69	64	-5
8	Math	57	48	-9
8	Science	47	32	-15
8	Soc. Stds.	29	30	↑1

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

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
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Postsecondary college, career or military-ready graduates data
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Male / Female performance, progress, and participation data
- Special education population, including performance, discipline, progress, and participation data
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.

- Career and Technical Education (CTE) data, including academic achievement, progress, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Annual dropout rate data
- Attendance data
- Discipline records
- Student surveys and/or other feedback
- School safety data

Employee Data

- Professional learning communities (PLC) data
- State certified and high quality staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS

Parent/Community Data

- Parent Involvement Rate

Support Systems and Other Data

- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results



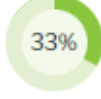
Goals





Goal 1: WOCCISD will enhance programs to meet individualized student needs.






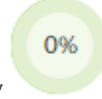

Performance Objective 1: Close the gap between our current STAAR scores in 6th, 7th and 8th grades to meet the state average and increase level III scores to meet the state average

Evaluation Data Source(s) 1: Improved academic growth in students
Improved performance on unit assessments and STAAR

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy Critical Success Factors CSF 1 1) Student-led activities Technology integration	B.McGrew, Principal T. Richard-Brown, Dean of Instruction D. Willingham/B. Allison, Assistant Principals A. Bilal, Numeracy Coach D. Cook, LiteracyCoach Teachers	Progress in student achievement				
Targeted Support Strategy Critical Success Factors CSF 1 2) Academic vocabulary development for all students	B.McGrew, Principal T. Richard-Brown, Dean of Instruction CILT Teachers	Increased vocabulary growth; improved performance on unit assessments				
Critical Success Factors CSF 1 3) Students will use journal writing to reinforce writing skills and to explain processes, experiments, record findings, record data, and to enhance literacy; students will share writing	B. McGrew, Principal, T. Richard-Brown, Dean of Instruction CILT Teachers	Evidence of improved writing skills in all subjects; improved performance on unit assessments and STAAR				

<p>Critical Success Factors CSF 1</p> <p>4) Increase focus on the student learning expectation</p>	<p>B.McGrew, Principal T. Richard-Brown, Dean of Instruction D. Cook, Literacy Coach A. Bilal, Numeracy Coach D. Willingham/B. Allison, Assistant Principals Teachers</p>	<p>Student grades Formative/summative assessments Unit assessments RPM Boards</p>				
<p>Critical Success Factors CSF 1</p> <p>5) Continue implementing the writing process (Writing by Colors writers' workshop)</p>	<p>B.McGrew, Principal T. Richard-Brown, Dean of Instruction D. Willingham/B. Allison, Assistant Principals D. Cook, Literacy Coach ELAR Teachers</p>	<p>Student grades Formative/summative assessments Unit assessments</p>				
<p>Critical Success Factors CSF 1</p> <p>6) Incorporate Balanced Literacy program into reading curriculum</p>	<p>B.McGrew, Principal T. Richard-Brown, Dean of Instruction D. Cook, Literacy Coach ELAR Teachers</p>	<p>Student Grades Formative/summative Assessments Unit Assessments</p>				
<p>Critical Success Factors CSF 1</p> <p>7) Inclusion support for special education students</p>	<p>B.McGrew, Principal T. Richard-Brown, Dean of Instruction A. Bilal, Numeracy Coach D. Cook, Literacy Coach S. Alexander, CILT member C. Post, Inclusion Teacher A. Goldman, Inclusion Teacher</p>	<p>Student grades Formative/summative assessments Unit assessments</p>				






<p>Critical Success Factors CSF 1 CSF 2</p> <p>8) Students will receive RTI support through small group intervention and I-Station/computer based intervention, before and after school tutorials, and small group instruction</p>	<p>B. McGrew, Principal T. Richard-Brown, Dean of Instruction D. Cook, Literacy Coach A. Bilal, Numeracy Coach Teachers</p>	<p>Progress Monitoring Student grades Formative and summative assessments Unit assessments</p>				
<p>Critical Success Factors CSF 1</p> <p>9) Integrate advanced academic programs that meet students' individual needs for all identified gifted and talented/advanced students Incorporate Spring Board curriculum in advanced reading classes Pre-Algebra Curriculum Algebra Curriculum/EOC</p>	<p>B. McGrew, Principal T. Richard-Brown, Dean of Instruction D. Willingham/B. Allison, Assistant Principals D. Cook, Literacy Coach A. Bilal, Numeracy Coach I. Smith, Counselor GT Certified Teachers</p>	<p>Increase in the performance of students in advanced academic classes</p>				
<p>Critical Success Factors CSF 1</p> <p>10) Intervention programs to meet students individual educational needs such as: Dyslexia, at-risk, ESL, 504, special education, gifted and talented</p>	<p>B. McGrew, Principal T. Richard-Brown, Dean of Instruction D. Willingham/B. Allison, Assistant Principals D. Cook-Literacy Coach A. Bilal, Numeracy Coach T. Rideb-Sparks-Dyslexia Teacher I. Smith, Counselor D. Freer, Diagnostician ESL Teacher Teachers</p>	<p>Growth in performance on STAAR and unit assessments</p>				
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Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 2: WOSMS will achieve overall student attendance rate at 95% or higher

Evaluation Data Source(s) 2: Improved attendance

Summative Evaluation 2:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Attendance incentives each cycle</p>	<p>B.McGrew, Principal T. Richard-Brown, Dean of Instruction D. Winn, Attendance Clerk D. Cook, Literacy Coach A. Bilal, Numeracy Coach CILT Teachers</p>	<p>Growth in performance in classes and on STAAR and unit assessments</p>				
<p>Funding Sources: 211 - ESEA Title I, Part A - 0.00</p>						
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Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 3: Students will take ownership of their own academic progress

Evaluation Data Source(s) 3: Student grades
 Formative/summative assessments
 Unit assessments
 STAAR Results

Summative Evaluation 3:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Students will work with teachers to track their progress toward appropriate individual goals</p>	B. McGrew, Principal T. Richard-Brown, Dean of Instruction D. Willingham/B. Allison, Assistant Principals D. Cook, Literacy Coach A. Bilal, Numeracy Coach I. Smith, Counselor All Teachers	Student grades Formative and summative assessments Unit assessments STAAR results				
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Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 4: Decrease the number of discipline offenses

Evaluation Data Source(s) 4: Discipline reports from Skyward

Summative Evaluation 4:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 6</p> <p>1) CHAMPS Verbal reinforcement Increased positive communication</p>	<p>B. McGrew, Principal T. Richard-Brown, Dean of Instruction D. Willingham/B. Allison, Assistant Principals CILT Teachers</p>	<p>Decrease in disciplinary referrals, suspensions, ISS, and AAC referrals</p> <p>Increase in personal and school pride</p>				
<p>  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>						

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 5: WOSMS will ensure the safety of our students and staff when they are on our campus and provide a productive environment conducive to learning.

Evaluation Data Source(s) 5: Continue to have a safe environment for our students and staff
CHAMPS

Summative Evaluation 5:

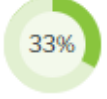




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Safe and Drug Free Schools</p> <p>CHAMPS</p>	<p>B. McGrew, Principal T. Richard-Brown, Dean of Instruction D. Willingham/B. Allison, Assistant Principals I. Smith, Counselor CILT Teachers</p>	<p>Continue to have a safe environment for our students and staff</p>				
<p>  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>						

Goal 2: WOCCISD will upgrade technology throughout the system.

Performance Objective 1: WOSMS will increase student engagement through the use of technology.

Evaluation Data Source(s) 1: Chromebooks, mobile technology labs, document cameras, projectors, laptops

Summative Evaluation 1:

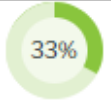


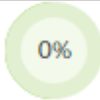

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) BYOD</p> <p>Increase the usage of kindles and chromebooks</p> <p>Improve campus and community communication</p>	<p>B. McGrew, Principal T. Richard-Brown, Dean of Instruction E. Rushing, Technology Director B.Allison/D. Willingham, Assistant Principals D. Cook, Literacy Coach A. Bilal, Numeracy Coach Teachers</p>	<p>Students have the opportunity to utilize technology with lessons and activities</p> <p>More communication between parents and staff</p>				
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Goal 2: WOCCISD will upgrade technology throughout the system.

Performance Objective 2: WOSMS will increase use of teacher use of technology in instruction.

Evaluation Data Source(s) 2: document cameras, interactive instructional tools (quizlet, plickers, kahoot, etc)

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 1 1) Update wireless network infrastructure	E. Rushing, Technology Director	Increased use of technology in instruction				
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Goal 3: WOCCISD will provide opportunities to increase family involvement.

Performance Objective 1: Increased school and community involvement

Evaluation Data Source(s) 1: Family access, Communication to parents, Documentation Logs

Summative Evaluation 1:

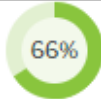




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 5 CSF 6 1) Increased opportunities for student campus involvement	B. McGrew, Principal T. Richard-Brown, Dean of Instruction D. Willingham/B. Allison, Assistant Principals CILT All Teachers	Sporting and Extra-curricular activities UIL Student organizations Student programs				
Critical Success Factors CSF 5 2) Increase parental Involvement	B. McGrew, Principal T. Richard-Brown, Dean of Instruction J. Wright, Librarian CILT Teachers	Parent volunteers Muffins with Mom Donuts with Dad Goodies with Grandparents Book fair family night				
Funding Sources: 211 - ESEA Title I, Part A - 3617.49						
Critical Success Factors CSF 5 3) Blackboard call-out system	B. McGrew, Principal T. Richard-Brown, Dean of Instruction D. Willingham/B. Allison, Assistant Principals	Number of Call-outs Tech-connect				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 3: WOCCISD will provide opportunities to increase family involvement.

Performance Objective 2: Increase positive parent/guardian communication

Evaluation Data Source(s) 2: Parental Contact Documentation Logs

Summative Evaluation 2:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Use a variety of methods to communicate with family and community</p>	<p>B. McGrew, Principal T. Richard-Brown-Dean of Instruction D. Willingham-AP B. Allison-AP D. Cook-Literacy Coach A. Bilal, Numeracy Coach Teachers</p>	<p>Utilize email, phone calls, face to face conversations as a means to communicate with parents and community</p> <p>Increased parental and community involvement</p>				
<p>  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>						

Goal 4: WOCCISD will maintain a quality staff.

Performance Objective 1: Prepare and support teachers for the specific challenges posed by working in a high needs environment

Evaluation Data Source(s) 1: Teacher of the Month
 Grade level/department lunches
 Positive reinforcement, interaction
 Mentor/Buddy programs
 New Teacher meetings

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 7</p> <p>1) Subject specific mentor/buddy system</p> <p>Grade level meetings and campus layout</p> <p>Incentives for math and science</p> <p>PLCs</p> <p>Collaborative planning</p>	B.McGrew, Principal T. Richard-Brown, Dean of Instruction D. Cook, Literacy Coach A. Bilal, Numeracy Coach D. Willingham/B. Allison, Assistant Principals CILT Mentor teachers	Smaller teacher turn-over rate				
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Goal 4: WOCCISD will maintain a quality staff.





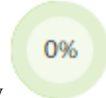

Performance Objective 2: Ensure a qualified teaching staff that employs leading-edge instructional techniques

Evaluation Data Source(s) 2: Instruction reflects higher levels of learning T-TESS evaluations, walkthroughs, and written documentation

Purposeful professional development

Professional Learning Communities (PLC)

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 7</p> <p>1) Provide campus based staff development focusing on rigor and lesson plan development through individual, department, and campus activities</p>	<p>B. McGrew, Principal T. Richard-Brown, Dean of Instruction D. Cook, Literacy Coach A. Bilal, Numeracy Coach CILT Teachers</p>	<p>Instruction reflects higher levels of learning, T-TESS evaluations, walk-throughs, and written documentation</p>				
<p>Critical Success Factors CSF 1</p> <p>2) WOSMS will hire highly qualified teachers in 100% of classrooms.</p>	<p>B. McGrew, Principal T. Richard-Brown, Dean of Instruction D. Cook, Literacy Coach A. Bilal, Numeracy Coach D. Willingham/B. Allison, Assistant Principals CILT Members</p>	<p>Students will receive quality education</p>				
<p>  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>						

Goal 5: WOCCISD will promote a positive image.

Performance Objective 1: WOSMS will provide communication through district approved media outlets.

Evaluation Data Source(s) 1: WOSMS will communicate with parents and community using appropriate social media, call-outs, email, newsletters, and campus and district websites.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) The campus will maintain an up-to- date website.</p>	B.McGrew, Principal T. Richard-Brown, Dean of Instruction D. Willingham/B. Allison, Assistant Principals E. Rushing, Director Instructional J. Tant, Campus Webmaster	Photos, calendar, and announcements will reflect current activities.				
<p>Critical Success Factors CSF 5</p> <p>2) WOSMS will use the call-out system and post to Facebook to communicate campus activities.</p>	B.McGrew, Principal T. Richard-Brown, Dean of Instruction D. Willingham/B. Allison, Assistant Principals E. Rushing, Director Instructional L. Shannon, Director of Communication J. Tant, Campus Webmaster	District Facebook account, call-out system logs				
= Accomplished = Continue/Modify = No Progress = Discontinue						

State Compensatory

Budget for West Orange Stark Middle School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6200 Professional and Contracted Services		
199.11.6219.57.041.0.31.828	6219 Professional Services	\$3,800.00
199.11.6249.57.041.0.31.828	6249 Contracted Maintenance & Repair	\$1,000.00
6200 Subtotal:		\$4,800.00
6300 Supplies and Services		
199.11.6399.57.041.0.31.828	6399 General Supplies	\$35,409.00
6300 Subtotal:		\$35,409.00
6400 Other Operating Costs		
199.13.6411.57.0.41.0.31.828	6411 Employee Travel	\$2,200.00
199.11.6412.57.041.0.31.828	6412 Student Travel	\$7,500.00
199.11.6499.57.041.0.31.828	6499 Miscellaneous Operating Costs	\$1,147.00
6400 Subtotal:		\$10,847.00

Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Amina Bilal	Numeracy Coach	WOSMS	1.0
Brodrick McGrew	Principal	WOSMS	1.0
Darcus Cook	Literacy Coach	WOSMS	1.0
Tiffany Richard-Brown	Dean of Instruction	WOSMS	1.0

Campus Instructional Leadership Team

Committee Role	Name	Position
Administrator	Brock McGrew	Principal
Administrator	Tiffany Richard-Brown	Dean of Instruction
Non-classroom Professional	Darcus Cook	Literacy Coach
Non-classroom Professional	Amina Bilal	Numeracy Coach
Classroom Teacher	Lashonda Culpepper	Writing Teacher
Classroom Teacher	Jennifer Watson	Reading Teacher
Classroom Teacher	Laura Lemmond	Math Teacher
Classroom Teacher	Jessica Tant	Social Studies Teacher
Classroom Teacher	Katie Faulk	Science Teacher
Administrator	Denise Willingham	Assistant Principal
Classroom Teacher	Brandon Allison	Assistant Principal
Non-classroom Professional	Starla Alexander	Inclusion Teacher

Campus Funding Summary

211 - ESEA Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1			\$0.00
3	1	2			\$3,617.49
Sub-Total					\$3,617.49
Grand Total					\$3,617.49