

Northwest Independent School District
Medlin Middle School
2018-2019 Campus Improvement Plan



Core Beliefs

Kids come first.

Continuous learning is essential to prepare for college and career opportunities.

Each student's success is the shared responsibility of students, families, schools, and communities.

Learning is influenced by environment.

Northwest ISD Vision

Northwest ISD empowers
learners and leaders to positively impact the world.

Northwest ISD Mission

Northwest ISD, in collaboration with
students, families, communities, and global partners,
will engage in a culture of learning
that prepares all students to confidently navigate their future.

Medlin Middle School

Campus Beliefs

Cultivate Pride
Develop Leadership
Practice Integrity

Campus Vision

To ensure that ALL of our students are ready for their futures and are good citizens as well.

Campus Mission

Our educational family will provide all students the opportunities to confidently share thier talents, improve their skills needed for their future, and establish values that will allow them to act with thoughtfulness and humanity.

Campus Motto

Mustang GRIT = Growth Mindset, Relationships, Integrity/Initiative, Teamwork

Comprehensive Needs Assessment

Needs Assessment Overview

Our overall needs to be addressed are increased levels of learning through instructional practices, improved teaching through instructional coaching, increasing ALL students level of literacy, closing student gaps through targeted interventions, and meeting the needs of the whole child through Social and Emotional Learning.

Demographics

Demographics Summary

Medlin has 1121 students as of 9/16/2018 our demographics summary includes:

4.6% African American

15.5 % Hispanic

70% White

5.6 % Asian

2 or more Ethnicities 3%

8.6 Economically disadvantaged

2.7 % ELL

7.7 Special Education

Demographics Strengths

We have diversity on our campus, but have supports from staff, the district, parents, and community to assist in meeting the needs of ALL of our learners.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Not all of our special population are showing the adequate amount of growth; therefore we will implement more specific supports for their needs. **Root Cause:** We have been doing the same things to assist each student, we are looking at individualizing their needs through our RTI process.

Student Academic Achievement

Student Academic Achievement Summary

Overall Performance 93

Student Achievement 93

School Progress 84

Closing the Gaps 94

Academic Achievement in Science

Student Academic Achievement Strengths

84% Mastery in Algebra

64% Mastery in Science

56% Mastery in 7th Reading

43% Mastery in Social Studies- which was a big improvement from the previous year.

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Medlin does not have the level of Mastery that we should across all subjects. **Root Cause:** Students are not receiving the level of instruction/rigor that they consistently should be, so we are utilizing daily PLC planning to increase the level of learning.

School Processes & Programs

School Processes & Programs Summary

Instructional Leadership Team- meets every three weeks and focuses on instruction, PLCs, instructional coaching, and best practices.

Operational Leadership Team- team leads, RTI, Student attendance, student issues

Mentor program for teachers

Monthly staff breakfast

On going professional development once a month- one for technology and the other for general learning

Administrative team meets once and week to discuss students, PLCs, instruction, and classrooms

Counseling team meets once a week and meets with Admin to support campus programs

Many of our staff are on the curriculum writing teams and work with our district directors

District Coaches support our campus teachers and staff

Beginning of the year PD and Engage conference

Campus Committees include- Teacher Appreciation, AVID Site Team, Character Committee, Safety Committee, RTI Committee, Campus Improvement Committee, and PTA also support our campus needs and goals.

School Processes & Programs Strengths

We received positive feedback from our OHI survey done in the spring. The only areas of improvement needed was in the area of teachers voice, so we have made changes to our practices to get more input and involvement.

We received a National School of Character Award and continue to work toward growth in the area of whole child.

Our Professional Development Plan for the year is set to impact student achievement and overall success. The staff developed our mission, beliefs, and motto to begin the year to match what we are about and has committed to these beliefs.

Perceptions

Perceptions Summary

Our staff developed and voted on our 1 pager which is our value, beliefs, motto, and mission:

Mission: Our educational family will provide all students the opportunities to confidently share their talents, improve the skills needed for the future, and establish values that will allow them to act with thoughtfulness and humanity.

Beliefs: Cultivate Pride, Develop Leadership, Practice Integrity

Motto: Mustang Grit: Growth Mindset, Relationships, Integrity/Initiative, Teamwork

Perceptions Strengths

Medlin is a good school, but we all believe we can be a great school. Our plan is to be competitive against our 40 comparison schools and our staff and students believe that we can. We also have support from parents and the community around us in order to achieve at higher levels.

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

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Postsecondary college, career or military-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- PSAT and/or ASPIRE
- 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)
- Local benchmark or common assessments data
- Student failure and/or retention rates

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,
- Special education population, including performance, discipline, progress, and participation data
- At-Risk population, including performance, progress, discipline, attendance, and mobility

- Section 504 data
- Gifted and talented data
- Response to Intervention (RtI) student achievement data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Class size averages by grade and subject
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Professional development needs assessment data
- T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Parent Involvement Rate

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Revised/Approved: May 29, 2018

Goal 1: Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

Performance Objective 1: PreK - 12 Grade Literacy: NISD will place an increased emphasis on literacy across all grade levels and content areas to help ensure that at least 90% of students are reading on or above grade level.

Evaluation Data Source(s) 1: Measures may include:
 PreK - EOY Kinder Readiness Assessment
 % of students in K-2 Reading and Writing on grade level
 3-8 STAAR reading; passing level
 4 & 7 STAAR writing
 English EOC 1 & 2 passing level
 Advanced Placement Course Performance (AP and Dual Credit)

Summative Evaluation 1:

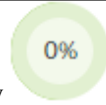
Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Medlin will increase literacy levels by 5-10% by putting emphasis on literacy across campus and supporting reading strategies through PD/PLCs	Paige Cantrell, Skip Carter, Jofee Tremain, Ashley Kahler, Abbey Flores, Wendall Bass, and the remainder of the Instructional Leadership Team	We will monitor through our district/campus data and have check points throughout the year (end of each six weeks)				
Problem Statements: Student Academic Achievement 1						
PBMAS 2) Medlin will utilize Pride Time to work with students showing gaps in reading and math.	Paige Cantrell, Jofee Tremain, Special Education Team, Pride Small group teachers.	All students receiving this intervention will show growth in the areas of reading and math. The will work on the main 3-4 skills these students need to be successful.				



= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Performance Objective 1 Problem Statements:

Student Academic Achievement

Problem Statement 1: Medlin does not have the level of Mastery that we should across all subjects. **Root Cause 1:** Students are not receiving the level of instruction/rigor that they consistently should be, so we are utilizing daily PLC planning to increase the level of learning.

Goal 1: Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

Performance Objective 2: Masters Grade Level Performance: NISD will increase student performance for each STAAR/EOC assessment by 10%, placing an emphasis on students reaching the Masters Grade Level distinction.

Evaluation Data Source(s) 2: STAAR (3-8) and End of Course Exams (Eng. 1 &2; Algebra; Biology; US History)

Summative Evaluation 2:

Goal 1: Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

Performance Objective 3: College, Career, and Life Readiness: NISD will ensure that every student is achieving Exemplary CCR status (in accordance with NISD's CCR Rubric), experiencing personalized learning opportunities, and developing social-emotional skills in order to attain their definition of personal success.

Evaluation Data Source(s) 3: See Addendum for NISD's College and Career Readiness (CCR) Rubric

- AP Testing (participation and performance)
- Dual Credit (participation and performance)
- Professional Certification and Licensure
- Internship (participation and completions)
- ACT/SAT (participation and performance)
- # of student TSI met
- Identification and adoption of District SEL standards
- Participation rates in extra-curricular/co-curricular activities

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) The Pride Time will assist Medlin in helping develop the whole child by offering supports for academic as well as social and emotional needs.	Team Leaders, Administrators, Counselors, and AVID Site Coordinator, Pride Time teachers	Students will be more successful both academically and socially through this support system. They will set goals each six weeks and have a better understanding of what it means to be kind to one another.				

<p>2) Medlin will have 80% or more students taking Pre-AP classes and will support these students through tutorials. Students will also take either CCR class or AVID to ensure they are exploring the options of college and careers in order to plan for the future.</p>	<p>Counselors, teachers, administrative team</p>	<p>Students will take appropriate levels of classes and be successful. Students will have an understanding of college and career options when they leave for high school.</p>				
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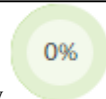

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

Goal 1: Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

Performance Objective 4: PBMAS Emphasis: NISD will increase academic success of students within Performance-Based Monitoring Analysis System (PBMAS) subgroups, with all indicators receiving a 0 rating.

Evaluation Data Source(s) 4: SPED, ELL, and CTE data based on STAAR performance

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
<p>PBMAS</p> <p>1) Using targeting interventions and RTI to assist specific students needs through small group tutorials.</p>	<p>Special Education team, Jofee Tremain, TEam Leaders, and pullout teachers.</p>					
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Goal 2: Northwest ISD will recruit, value, and retain an exceptional staff to create a rewarding learning environment.

Performance Objective 1: NISD will improve ongoing support for first-year teachers in NISD with a goal of 95% or higher satisfaction rate on end-of-year surveys.


Evaluation Data Source(s) 1: Ongoing Surveys
 Feedback from first-year teachers, mentors, and campus administrators
 Retention rate of first-year teachers

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Medlin Middle School will utilize Instructional Coaching to improve teaching and learning on our campus.	Department Coaches, Campus Instructional Support Team, Administration, District Support Teams	That ALL teachers will improve their teaching and impact student learning. WE should be seeing results through data collections such as walks, feedback, and the results of student assessments				
2) Medlin will increase efficacy in all staff members through the use of PLCs. Core teachers will get a daily PLC time to increase levels of instruction and learning.	Department Coaches and Administrative team	Use of PLC Cards to monitor what we are doing in PLCs and collect data on the work.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 2: Northwest ISD will recruit, value, and retain an exceptional staff to create a rewarding learning environment.

Performance Objective 2: NISD will recruit and retain a pool of quality guest educators and increase our substitute fill rate to 93%.

Evaluation Data Source(s) 2: Aesop reports

Guest Educator Evaluations

Feedback from students, teachers, administrators, and guest educators

Summative Evaluation 2:

Goal 3: Northwest ISD will create and foster an environment where all stakeholders are engaged in the transformational work of the NISD family.

Performance Objective 1: Student, Staff, and Stakeholder Safety: NISD will ensure that every student, staff member, and guest on campus and/or district property is in the most controlled and safe environment possible.

Evaluation Data Source(s) 1: Feedback from students, teachers, administration, parents, and community members

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Medlin will follow district and campus safety and security measures as well as properly conduct monthly drills to ensure we have a safe environment.	Administration and all staff Safety and Security committee	We will reflect monthly and address issues after each drill. The safety and security team will meet twice a semester and bi-weekly meetings between the principal and assistant principal over safety and security will occur.				

Goal 3: Northwest ISD will create and foster an environment where all stakeholders are engaged in the transformational work of the NISD family.

Performance Objective 2: Tax Ratification Election (TRE) Initiative: NISD will research the necessity for a Tax Ratification Election during the 2018-2019 school year. If an election is called, NISD will be successful in passing the TRE for the 2019-2020 school year and beyond.

Evaluation Data Source(s) 2: Five-Year Financial Forecast
Outcome of TRE, if called

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Medlin will support district needs through promotion of voting as well as meet with community members about supporting our district and campus and how the taxes have a direct impact on their learners.	Paige Cantrell and other administrators	To educate our parents/community about the necessary support we need so that we can get necessary funding.				

Goal 3: Northwest ISD will create and foster an environment where all stakeholders are engaged in the transformational work of the NISD family.

Performance Objective 3: NISD, along with its stakeholders, will explore the District of Innovation application as presented by the Texas Education Agency.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Medlin will participate in exploring the Innovation application by having representatives. On the campus level we will support innovation by continuing to use technology in innovative ways to impact both our staff and learners levels of technology.	Administrators, teachers, technology support staff	Technology will be used for deeper levels of learning for all.				