
College Station Middle School

Campus Improvement Plan 2014-2015

College Station Middle School is a student-centered community where individuals are valued and encouraged to reach their full potential to successfully experience life transitions and to develop responsibility and a sense of worth.

2014 – 2015 Campus Improvement Plan Executive Summary

The Campus Improvement Council considered a great deal of student performance data and other data as we crafted the Campus Improvement Plan (CIP). The committee looked at the TAKS and STAAR performance by student groups for each subject and compared them to past performances for CSMS, current CSISD performances as well as the state performance.

The committee observed that the African American and economically disadvantaged student groups were comparable to other CSISD schools as well as state-wide performance. We also recognized that the subject areas with the greatest potential for improvement for the 2014 – 2015 school year will be social studies, science and writing.

College Station Middle School
Goals and Objectives
2014 - 2015

Goal 1: All College Station Middle School students will achieve academic success.

- Objectives:
1. At least 90% of all student groups will pass all sections of the STAAR test in 2015.
 2. Technology tools will be integrated across the curriculum to enhance and promote learning styles.
 3. Teachers will provide students with a variety of instructional settings and teaching techniques appropriate to students' learning.
 4. College Station Middle School will utilize a comprehensive curriculum development and management process that incorporates TEKS.
 5. College Station Middle School will use leading indicators to help students reach academic success.

Goal 2: Educational opportunities will meet the needs of all students.

- Objective 1: Students taking advanced courses will be representative of the CSMS student population.
- Objective 2: Students identified as Gifted and Talented will be representative of the CSMS population.
- Objective 3: Interventions for all students will be provided prior to making a referral for special education testing.
- Objective 4: The overall number of students participating in school-sponsored activities will increase.
- Objective 5: CSMS will provide an integrated program of educational and support services for students who are pregnant or who are parents.
- Objective 6: CSMS will provide additional support for at-risk students and students who are in danger of dropping out of school in the future.

Goal 3: College Station Middle School educational practices will be predicated on scientifically based research.

Objective 1: College Station Middle School teachers will be provided on-going professional development related to varied teaching strategies.

Objective 2: A professional library of current books and educational journals will be updated for teacher use.

Goal 4: Parents and community members will be actively engaged.

- Objective 1: College Station Middle School will assess and improve communication and community awareness.
- Objective 2: College Station Middle School will increase levels of community and parent involvement. (i.e., Special programs)
- Objective 3: Parental involvement will be representative of the CSMS student population.
- Objective 4: Parents will be informed of career and higher education opportunities for their children.

Goal 5: College Station Middle School provides a safe and supportive learning environment for students and staff.

Objective 1: College Station Middle School will have a comprehensive Crisis Management Plan that covers all possible emergencies.

Objective 2: College Station Middle School will promote awareness of students and staff as to the dangers and consequences of drugs, alcohol, and violence.

Objective 3: College Station Middle School will provide opportunities to support and build positive morale for all staff.

Goal 1: All College Station Middle School students will achieve academic success.

Objective 1: At least 90% of all student groups will pass all sections of the STAAR test in 2015.

Summative: 2014 STAAR results will verify that 90% of all student groups passed the STAAR.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
1.1.1	Provide release and/or designate staff development time to core teachers to update curriculum in accordance with new TEKS and STAAR data.	Principal Staff & Program Development Design Team	Time	2014-2015 school year	Updated curriculum
1.1.2	Math/Reading Specialists will use System Safeguard Data to identify students who will receive Level II RTI interventions (ie. Pull-out or push-in)	Principal Math Specialist Reading Specialist	Time	2014-2015 school year	Improved STAAR scores for African American, Economically Disadvantaged and SPED students

Goal 1: All College Station Middle School students will achieve academic success.

Objective 2: Technology tools will be integrated across the curriculum to enhance and promote learning styles.

Summative: The number of technological products by students will be increased.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
1.2.1	Provide a release day for new teachers to learn district software (email, grading, etc.)	Technology Facilitator, principal	substitutes	2 nd or 3 rd week of school	Teacher evaluation
1.2.2	All students will be trained in the use of the on-line databases through their English class during the 1 st 6 weeks.	English teachers	None	1 st 6 Weeks	Teacher evaluation
1.2.3	All teachers will be trained in the use of the on-line databases. English, History, and Science teachers will have their students use the databases at least once per year.	English, Science, and History teachers	None	August 2014-May 2015	Increased student usage of databases
1.2.4	All teacher and staff will accept and encourage the use of e-readers and other personal devices.	Teacher and Staff	None	August 2014-May 2015	Increased awareness of technology resources

Goal 1: All College Station Middle School students will achieve academic success.

Objective 3: Teachers will provide students with a variety of instructional settings and teaching techniques appropriate to students' learning.

Summative: Teachers will have demonstrated a variety of instructional techniques and the failure rate will decline.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
1.3.1	Teachers will have staff development to better meet the educational needs of a diverse multicultural student population.	Principal Staff & Program Development and Student Achievement Design Teams	Time	August 2014	Walk-throughs, classroom surveys, and results
1.3.2	Students with attendance or academic problems will be identified, monitored and counseled as a precaution against dropping out of school.	Staff Counselor	Time	August 2014- May 2015	Zero dropouts
1.3.3	Tutorial bus will begin during the 3 rd week of school	Counselor, principal, transportation department	Time, transportation costs	September 2014 – May 2015	Increased grades for 1 st 6 weeks IPR's and report cards
1.3.4	CSMS teachers will participate in CHEERS (Collaborating to Help Everyone Experience Real Success) facilitated by the campus Coaching Crew	Principal Coaching Crew	Time \$100	August 2014 – May 2015	Teacher Survey

Goal 1: All College Station Middle School students will achieve academic success.

Objective 4: College Station Middle School will utilize a comprehensive curriculum development and management process that incorporates TEKS.

Summative: All certified staff will be thoroughly trained in the content as well as implementation of their subject matter TEKS.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
1.4.1	Teachers will be provided time for grade level TEK clarification, and curriculum management as needed.	Campus Administration, Instructional Coaches, Math and/or Reading Specialists	Time	On-going and as needed	Products developed
1.4.2	Through staff development, teachers will be provided training on how to incorporate rigor, relevance and relationships into their lessons.	Campus Administration, Instructional Coaches, Math and/or Reading Specialists	Time	On-going and as needed	Principal Evaluation

Goal 1: All College Station Middle School students will achieve academic success.

Objective 5: College Station Middle School will use leading indicators to help students reach academic success.

Summative: Leading indicators will be closely reviewed and monitored to make sure students are on track for success both in and out of the classroom.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
1.5.1	A data team will be formed to monitor and evaluate student's leading data such as attendance, grades, previous STAAR scores, MSTAR scores, discipline, SPED referrals and dismissals	Campus Administration, Data team	Time	On-going and as needed	Data is examined and improvement is shown
1.5.2	RTI Interventions (both academic and behavioral) will be done based on students leading data	Campus Administration, Data team, SIT Team Math and/or Reading Specialist, Counselor	Time	On-going and as needed	Data is examined and improvement is shown
1.5.3	Teachers will receive SELT/ Conscious Discipline training for discipline and school-wide procedures	SELT team, Administration	Time	On-going and as needed	Student, teacher and parent surveys Discipline referrals
1.5.4	Students are required to attend a "Working Lunch" in order to complete missing assignments	Campus Administration and Teachers	None	August 2014 – May 2015	Reduction in 6-weeks failure rate

Goal 2: Educational opportunities will meet the needs of all students.

Objective 1: Students taking advanced courses will be representative of the CSMS student population.

Summative: Through the use of identification processes and counseling students enrolled in advanced courses will be a reflection of the CSMS student population.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
2.1.1	All seventh and eighth grade African American, Hispanic and economically disadvantaged students will be identified, encouraged and counseled to participate in advanced courses. These students may need to be steered toward the AVID program.	Administration, Counselor, AVID teacher and other core teachers	Time	August- November 2014 <hr/> Post registration 2014	List of students identified who are candidates for advanced courses. Identified students enrolled in advanced courses.
2.1.2	Parents of African American, Hispanic and economically disadvantaged students identified as candidates for advanced courses will be personally contacted.	Administration, Counselor, AVID teacher and other core teachers	Time	Spring Prior to registration	Parents contacted

Goal 2: Educational opportunities will meet the needs of all students.

Objective 2: Students identified as Gifted and Talented will be representative of the CSMS population.

Summative: Through the use of training of faculty members identification of Gifted and Talented students will be a reflection of the CSMS population.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
2.2.1	Review all Gifted and Talented identification and nomination criteria.	Counselor and Student Equity Design Team	Time	2014-2015	Identification procedures reviewed and recommended changes made.
2.2.2	All teachers will receive training that will help identify more gifted and talented students.	Curriculum Coaches, Staff and Program Development Design Team and Administration	TBD	Fall 2014-Spring 2015	Training Provided

Goal 2: Educational opportunities will meet the needs of all students.

Objective 3: Interventions for all students will be provided prior to making a referral for special education testing.

Summative: CSMS will provide interventions as needed for students through the use of the district RTI guidelines.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
2.3.1	College Station Middle School will follow the district set of practices and procedures for campus RTI teams to follow.	Counselor, SIT Team, Math and/or Reading Specialist	Time	Fall 2014	College Station Middle School will follow the district's RTI manual.

Goal 2: Educational opportunities will meet the needs of all students.

Objective 4: The overall number of students participating in school-sponsored activities will increase.

Summative: College Station Middle School faculty and staff will actively recruit participation in school-sponsored activities.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
2.4.1	Collect data regarding the number of students participating in school-sponsored activities.	Student Equity Design Team	Time	Fall 2014	Complete surveys, collect data and publish results to campus.
2.4.2	Extra-curricular and co-curricular activity sponsors will actively recruit students to participate.	Activity sponsors and Administration	Time	Fall 2014-Spring 2015	Recruitment at all levels occurs, recruiting schedules implemented
2.4.3	Teachers and activity sponsors at all levels will encourage/counsel students to participate in extra-curricular and/or co-curricular activities.	Activity sponsors and Administration	Time	Fall 2014-Spring 2015	Greater percentage of students enrolled in co-curricular or extra-curricular activities.
2.4.4	Collect data at Cypress Grove regarding the number of students participating in school-sponsored activities.	Student Equity Design Team	Time	April/May 2015	Complete surveys, collect data and publish results to campus.

Goal 2: Educational opportunities will meet the needs of all students.

Objective 5: CSMS will provide an integrated program of educational and support services for students who are pregnant or who are parents.

Summative: College Station Middle School faculty and staff will provide services to support the educational success of students who are pregnant or are already parents.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
2.5.1	Identification and intake documentation of pregnant students will be completed, verified, and filed by authorized district personnel.	Nurse Counselor	Time	As needed throughout the school year	Pregnant students are identified and proper documentation is obtained
2.5.2	Create a program for pregnant students or students who are parents to support them both educationally and emotionally	Nurse Counselor	Time	As needed throughout the school year	Students successfully complete middle and high school

Goal 2: Educational opportunities will meet the needs of all students.

Objective 6: CSMS will provide additional support for at-risk students and students who are in danger of dropping out of school in the future.

Summative: College Station Middle School will provide Accelerated Math Instruction including one Math Tutor class and one core math class and Accelerated Reading Instruction including one Reading Enrichment class and one core language arts class.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
2.6.1	A Math Enrichment class is recommended for students who do not meet the required standards on the STAAR math test. Not more than 10 students per class.	Counselor Principal	SCE funds	2014-2015 school year	80% of these students meet the required standards on the STAAR math test.
2.6.2	A Reading Enrichment class is recommended for students who do not meet the required standards on the STAAR math test. Not more than 10 students per class.	Counselor Principal	SCE funds	2014-2015 school year	80% of these students meet the required standards on the STAAR reading test.
2.6.3	Teachers will increase the opportunities for student choice, customization and creativity.	Teacher	Time	Ongoing	Decreased failure rates

Goal 3: College Station Middle School educational practices will be predicated on scientifically based research.

Objective 1: College Station Middle School teachers will be provided on-going professional development related to varied teaching strategies.

Summative: Documentation of attendance of 12 hours of pertinent professional development by all certified staff.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
3.1.1	Teachers will be provided the opportunity to attend 12 hours of professional development.	School Administration Department Heads	Consultation fees or travel costs (lodging, mileage, & meals) Cost for substitutes for 2 days	2014-2015	Proof of attendance will be given to PDAS Evaluator
3.1.2	Teachers will be provided 6 hours of GT training annually during campus in-service days.	Academic Coordinator Central Office	TBD	2014-2015	Proof of attendance will be given to PDAS Evaluator
3.1.3	Paraprofessionals will be provided alternate appropriate activities on campus in-service days.	Principal	Time/TBD	2014-2015	Proof of attendance will be given to the PDAS Evaluator
3.1.4	Teachers will be provided instructional speakers once a year on campus in-service days.	Principal	TBD	2014-2015	Proof of attendance
3.1.5	Pre-school year in-service should include an <u>in-depth</u> review of disciplinary procedures and duty stations.	Administrators	Time	2014-2015	Proof of attendance

Goal 3: College Station Middle School educational practices will be predicated on scientifically based research.

Objective 2: A professional library of current books and education journals will be updated for teacher use.

Summative: Professional library in place.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
3.2.1	Examine monies spent on professional journals and revise the list of journals purchased.	Staff & Program Development Design Team	Time	Spring 2015	Revised list of journals purchased.
3.2.2	Survey for suggested books or journals will be given to Departments and Elective teachers.	Staff and program development design team	Time	Spring 2015	Teacher survey
3.2.3	Selected items will be purchased and placed in the professional library.	Librarian	Yearly subscription cost of journals and cost of books	2014-2015	Library Inventory

Goal 4: Parents and community members will be actively engaged.

Objective 1: College Station Middle School will assess and improve communication and community awareness.

Summative: Improved communication and community awareness will be reflected on survey results during the fifth six weeks.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
4.1.1	College Station Middle School will send all parents a postcard/letter prior to STAAR announcing test dates, SSI information and suggestions for preparation.	Testing Coordinator	Stationary	Staple to 4 th 6wks progress report (post STAAR dates 1.5 weeks in advance)	Marquee STAAR dates Attach to 4 th six weeks progress report PSA's for TV, radio and channel 19
4.1.2	College Station Middle School teachers and academic teams will either send out weekly newsletters, email newsletters or keep web pages updated with current classroom information.	Teachers Administrators	Time and/or Paper	2014-2015	Published Updates
4.1.3	College Station Middle School will provide information at the Lincoln Center regarding Academic Assistance Opportunities (i.e. tutorial bus).	Representative from the Parent Community Involvement Design Team	Stationary Time	September 2014	Published, presented and distributed

Goal 4: Parents and community members will be actively engaged.

Objective 2: College Station Middle School will increase levels of community and parent involvement (i.e., special programs).

Summative: The VIPs enrollment will increase and 1-2 motivational assemblies will be held.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
4.2.1	College Station Middle School will coordinate with Volunteer In Public Schools (VIPS) Program to invite community members as well as parents to join VIPS.	VIPS Coordinator Principal Faculty and Staff	Postage Supplies Marquee	Open House – throughout the year	Increase in VIPS participation- enrollment
4.2.2	College Station Middle School will have 1-2 assemblies per year showcasing motivational speakers from the community.	Principal	Speaker fees	2014-2015	Presentation
4.2.3	College Station Middle School parents (VIP's) will solicit incentive/reward coupons from local merchants (i.e. Post Oak Mall stores, Hastings, restaurants, etc.).	VIP Coordinator Administrator PTO	Time	August 2014	Number of Contributions

Goal 4: Parents and community members will be actively engaged.

Objective 3: College Station Middle School's parent involvement will be representative of the CSMS student population.

Summative: Parental involvement representation of College Station Middle School will increase.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
4.3.1	College Station Middle School will coordinate with the VIPS to encourage parents to volunteer in any capacity i.e. field trips, computer lab, library assistant, tutoring etc.	VIPS & Principal	Paper Time	August 2014- May 2015	Increased parent involvement
4.3.2	College Station Middle School will provide information at the Lincoln center regarding parent volunteer opportunities in any capacity.	Parent Community Invol. Design Team	Time Stationary	September 2014	Increased parent involvement.

Goal 4: Parents and community members will be actively engaged.

Objective 4: College Station Middle School parents will be informed of career and higher education opportunities for their children.

Summative: Parent awareness of career and higher educational opportunities will be increased through registration and DAT conferences.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
4.4.1	Students will be informed of curriculum choices that will enhance their opportunity for success beyond high school.	Counselor	Time	August 2014- May 2015	Completed High School registration forms
4.4.2	Career test will be administered to 8th grade students each school year. 8th graders will review the data with the counselor.	Counselor	Time	2014-2015	Records of DAT test and Confirmation of DAT conferences

Goal 5: College Station Middle School provides a safe and supportive learning environment for students and staff.

Objective 1: College Station Middle School will maintain a comprehensive Crisis Management Plan that covers all possible emergencies.

Summative: Crisis management plan in place.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
5.1.1	Crisis management team updated to maintain effective plan for emergencies.	Assistant Principal in charge of Crisis Management	Time	August 2014	Plan in effect
5.1.2	Conduct disaster drills with alternative exit routes.	Campus Administration	Time	Monthly	Documentation of reaction plan Fire Marshall's report
5.1.3	Crash Kits replenished when used.	PTO Administration Teachers	Cost of replenishing Kits	August 2014	Assembled kits
5.1.4	AED team updated to maintain effective plan for emergencies	Nurse Assistant Principal AED Team	Time	Ongoing	Documentation of AED drills

Goal 5: College Station Middle School provides a safe and supportive learning environment for students and staff.

Objective 2: College Station Middle School will promote awareness of students and staff as to the dangers and consequences of drugs, alcohol, and violence.

Summative: Increased awareness by students and staff of drug/tobacco abuse and cyber-ethics.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
5.2.1	Campus will participate in Red Ribbon Week anti-drug campaign.	Student Council Counselor, NJHS, Drama, Choir, Teachers, SDF rep	Shared Service agreement with RegionVI	Fall 2014	Student participation
5.2.2	7 th grade students will participate in tobacco awareness (STAT)	Counselor - Safe and Drug Free rep.	\$1,000	Spring 2015	Student participation
5.2.3	8 th grade students will participate in cyber-ethics training	Computer Lit Teachers	Time \$500 for guest speaker	Fall 2014	Student participation

Goal 5: College Station Middle School provides a safe and supportive learning environment for students and staff.

Objective 3: College Station Middle School will provide opportunities to support and build positive morale for all students and staff.

Summative: Improved student and staff attendance rate, lower failure rate, and higher STAAR scores.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
5.3.1	Improve Mentor program for new teachers to campus to help assimilation & a feeling of belonging.	Staff and Program Development Design Team	\$200.00	During New Teacher In-service 2014-2015	Written evaluation by new teachers
5.3.2	Provide social and emotional support for staff.	School Climate and Safety Design Team	Cheer Fund	School year 2014-2015	Services provided
5.3.3	Non-STAAR recognition and incentives	Academic Teams Faculty	Activity Fund	School year 2014-2015	Parent survey
5.3.4	Provide 6-8 faculty/staff luncheons per year.	PTO Faculty/Staff School Climate & Safety Design Team	PTO Cheer Fund	School year 2014-2015	Luncheons
5.3.5	Recognize students for improving their overall 6-weeks grade by 5 points or more and recognize students who earn an A for their overall 6-weeks grade. GIRP – Grade Improvement Recognition Program GARP – Grade “A” Recognition Program	Student Achievement Design Team	Prizes - \$1200 Time Activity Fund Donations	School year 2014-2015	Drawings held each 6-weeks

5.3.6	Balance class loads to enhance academic performance and reduce discipline concerns without affecting teaming.	Principal Science Department Counselor		August 2014	Science class sizes
5.3.7	Reduce science classes to 24 students as a class maximum to ensure lab safety without affecting teaming.	Principal Science Department Counselor	Additional teachers/ science sections	August 2014	Science class sizes
5.3.8	Enhance school spirit by having at least 3 pep rallies for the fall sports and 2 for the spring sports	Cheerleading Sponsor Athletic Coaches Band Director Administration		School year 2014 - 2015	Number of pep rallies

