

A&M CONSOLIDATED MIDDLE SCHOOL

Campus Improvement Plan

2011-2012

Working Together to Ensure That Every Day, Each Student Learns

SUCCESS

each life, each day, each hour

2011 – 2012 Campus Improvement Plan

Executive Summary

A&M Consolidated Middle School has taken huge steps to develop a culture of collaboration. Through our Foundations committee and an increased emphasis on communication, AMCMS has developed a focus on clear and consistent procedures. Furthermore, AMCMS is continuously using technology as a means to increase student learning and provide effective teacher instructional feedback.

The Design Teams at AMCMS used a variety of data, both qualitative and quantitative to develop our Campus Improvement Plan (CIP). Using our 2011 Math TAKS scores as a guide, AMCMS will improve a math initiative that was used to address our struggling learners. The primary goal of the math initiative was to schedule our most struggling students with some of our most effective teachers. In addition, to adjusting the master schedule, the curriculum for the math students used a computer program to meet the needs of our struggling learners.

AMCMS will restructure our intervention strategies for our math and science subjects. For math, we will build intervention classes in the master schedule in order to emphasize basic concepts and reteach misunderstood concepts. Science classes, especially in 8th grade science, will use vocabulary development techniques and an increase in technology to assist with learning. AMCMS is also going to use departments as our primary resource for communication to the public. The campus has decided to move away from an academic team model and use our departments as a stronger resource for communication and academic development.

The design teams observed that the school is progressing extremely well in regards to closing of the achievement gap between our sub populations. However, there is still improvement that needs to be made in the area of African American TAKS scores in Science and Math. The campus is also going to increase the use of technological resources as a means to engage learning. Finally, the campus is going to increase

the use of effective AVID teaching strategies. The campus will focus on tutorology or small group instruction as an instructional focus. In addition to small group instruction, AMCMS will focus on how teachers use questioning strategies to increase critical thinking.



Staff Beliefs



Through our actions and attitudes, we, the faculty and staff of AMCMS, set the tone for our school. We will demonstrate this through positive, consistent, and clear expectations.



We believe that the staff, the parents, and the students are essential for positive student growth. As a staff, we will teach the students the tools for academic achievement, the expectations for responsible behavior, and a respect for humanity in all school settings.



We will work collaboratively to solve academic and behavior challenges to promote a positive learning environment.



We believe responsible behavior is paramount to success in all areas of life. We will work as a team to reinforce and re-teach academic and behavioral expectations regularly and consistently.

Foreword

A&M Consolidated Middle School will use leading indicators and trailing data to make decisions on current and future campus improvement projects. Some of this leading data includes student achievement data, survey results, community/parent communication, teacher walk-through data, and student representation in various groups. Trailing data will come from the 2010-2011 AEIS report, 2010-2011 TAKS data, summative reports on surveys and teacher walk-through forms, retention rates, discipline summaries for 2010-2011, and minutes from previous campus improvement discussions.

The data that we currently have shows improvement is needed. During the course of the school year, we will continue to address the following areas:

- Science performance by all student groups
- African/American students in math and science
- Economically disadvantaged students in math and science
- Advanced course student populations being reflective of the school population
- Continual increase in students making commended performance on state assessment
- Increase passing percentage of students who take TAKS-accommodated standardized tests in all subjects

After receiving the 2010-2011 TAKS results, as a campus, we will re-evaluate student performance by objective and by curriculum area so that we can continue to incorporate strategies to improve individual student scores.

Based on the above areas we will pursue the following areas of focus for staff development.

- Using technological resources to enhance the learning of science objectives
- Implement a master schedule that links struggling math students with our most experienced math teachers
- Research proven instructional strategies, specifically school wide AVID strategies, Costa's Level of Thinking, and tutorology.
- Research proven behavioral strategies, specifically Foundations and CPI. This will help us work with students whose behavior sometimes impedes their learning.
- AVID training continuation for teachers
- Consistent analysis of referral and attendance trends throughout the school year
- Consistent, positive interactions that will assist in the decrease of student referrals and assist with the overall development of the middle school student
- Professional Learning Communities, (Instructional Focus Team) and their ability to assist with providing a support structure for overall student success.

We are committed to the preparation of students for continual success. We will continue to make improvements based on the needs of our students and our school culture. One of our priorities is always to be sensitive to meeting the needs of all students so we can ensure greater

success. These components clearly indicate that AMCMS is not limited to pre-stated CIP ideas. The driving force behind our decisions, programs, and re-evaluations is the individual needs of students.

A&M Consolidated Middle School

Goals and Objectives

2011-2012

Goal 1: All students will achieve academic success.

Objectives:

- A. The campus will use leading indicators on a regular basis to evaluate academic trends
- B. All students' science achievement on state assessment will increase by at least 10%.
- C. In all tested areas, each African American, Hispanic and economically disadvantaged student group will exceed the state average on any given state assessment.
- D. Student state assessment performance will reflect a reduced achievement gap.
- E. Commended Performance on state assessment will exceed the State average

Goal 2: Educational opportunities will meet the unique academic, social, and emotional needs of all students

Objectives:

- A. The percentage of African American, Hispanic, and economically disadvantaged students enrolled in advanced classes will be representative of the CSISD school population
- B. Students identified for special education will be representative of the CSISD student population

Goal 3: Educational practices will be predicated on scientifically based research

- A. Opportunities for dialogue and discussion will be created among teachers and administrators regarding the role that relationships, expectations, and school culture play in student performance and behavior.
- B. Monitor, review, and align curricula to meet state assessment standards.
- C. Instructional strategies such as AVID will be used so that students are engaged in learning at all levels.

Goal 4: Parents and community members will be actively engaged

Objectives:

- A. Parent involvement will be representative of the CSISD student population
- B. Training and resources for parents and volunteers will be provided at all campuses
- C. Community members will be used as a resource for educational opportunities.
- D. Education on bullying will be consistent throughout the year

Goal 5: A safe and supportive environment will be provided for all students

Objectives:

- A. AMCMS will comply with its crisis management plan
- B. Procedures for management of student behavior will be consistent across the campus
- C. Behavior management plans will serve the needs of all students

Goal 6: All teachers will integrate technology into their curriculum

Objectives:

- A. Training and resources will be provided for teachers to continue the use of Smart Board/ Smart Notebook integration into their curriculum
- B. Training and resources will be provided for teachers to continue exploring new uses of technology into classroom curriculum.

Goal 1: All Students Will Achieve Academic Success

Objective A: The Campus will use leading indicators on a regular basis to evaluate academic trends

Goal 1	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
A1	Principals, department heads and grade level departments will analyze leading indicators (attendance, discipline, grades) on a six weeks basis and develop interventions	Campus Principals Dept Head Teachers	Central office, Staff time, campus budget	August 2011- May 2012	-Improvement of students and the increased amount of students that are addressed with persistent attendance problems.

Goal 1: All Students Will Achieve Academic Success

Objective B: All students' science achievement on state assessment will increase by 10%

Goal 1	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
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B1	All students will be taught commonly missed vocabulary, science vocabulary, and science concepts each day in all science classes.	Campus Principals Science Dept. Head Science Teachers	Staff time, campus budget	August 2011- May 2012	-Student scores on weekly quizzes -Students overall improvement on state science test
B2	Common Curriculum based measures will be administered by 8 th grade science teachers at the end of units of study. These measures results will be shared within the dept. and with campus leadership.	Science Dept Head 8 th grade science teachers Campus principals	Staff time	August 2011- May 2012	- Student scores on CBM's - Teacher meeting notes on adjustment to curriculum/instruction based on student performance -Students overall improvement on state science test
B3	8 th Grade Science teachers will administer pre-test to all science students within the first six weeks that focuses on historically weak areas based on data. They will adjust curriculum plan based on results.	Science Dept.	Staff time, campus budget	August – September 2011	Student scores on pre-test. - Teacher meeting notes on adjustment to curriculum/instruction based on student performance -Students overall improvement on state science test.
B4	All students not meeting standard on CBM's in the fall will be required to attend extended school day science instruction.	Science Dept. Campus leadership	Staff time Campus budget	February 2012- May 2012	Students overall improvement on state science test

Goal 1: All Students Will Achieve Academic Success

Objective C: In all tested grade levels and subject areas, each African American, Hispanic and economically disadvantaged student group will exceed the state average on TAKS tests

Goal 1	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
C1	AMCMS will utilize Professional Learning Communities to provide the support structure to align data (e.g. CBM's) curriculum (e.g., Scope and sequence) and research-based instructional strategies (EEI, AVID, RTI) with student success.	Campus Principals Campus Leaders Instructional Coach	Staff time, campus budget	July 2011 – June 2012	- Staff development plans reflect intervention strategies and progress monitoring sessions - Student passing rate on 2011-12 state assessment
C2	Struggling math students will be aligned with more veteran math teachers	Math Department head Principal	Staff time, Campus budget, Central office budget	July 2011- June 2012 every six weeks	-Students passing rate in their regular math class. - Student passing rate on 2011-2012 state assessment.

Goal 1: All Students Will Achieve Academic Success

Objective D: Student state assessment performance will reflect a reduced achievement gap.

Goal 1	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
D1	AMCMS will utilize <u>Professional Learning Communities</u> to provide the support structure to align data (e.g., CBM's), curriculum (e.g., Scope and Sequence), and research-based instructional	Campus Principals Campus Leaders Instructional Coach	Staff time, campus budget	July 2011 – June 2012	- Staff development plans reflect campus needs - Student passing rates on 2011-12 state assessment

	strategies (e.g. EEI, RTI, AVID) with student success.				
D2	AVID will continue at AMCMS emphasizing tutoring and critical thinking activities.	AVID site team	Staff time, campus budget	July 2011 – June 2012	- Student passing rates on 2011-12 state assessment

Goal 1: All Students Will Achieve Academic Success

Objective E: Commended Performance will exceed the State average.

Goal 1	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
E1	Teachers will use critical thinking activities such as tutoring and Costa's Level of Thinking to challenge more advanced students.	Campus Principals Campus Leaders AVID Coordinators	Staff time, campus budget	July 2011 – June 2012 Every six weeks	- Monitoring during teacher walk-throughs - Student surveys - 2011-2012 state assessment data
E2	AMCMS will increase technology use in all math and science classes. Specifically the use of ipads and tablets.	Campus Principals Math dept head Science dept head	Staff time, campus budget, PTO fundraiser,	July 2011 – June 2012 Every 6 weeks	- Monitor during teacher walk-throughs - Student and teacher surveys 2011- 2012 state assessment

Goal 2: Educational Opportunities Will Meet the Unique Academic, Social and Emotional Needs of All Students

Objective A: The percentage of African American, Hispanic, and economically disadvantaged students enrolled in advanced classes will be representative of the CSISD school population.

Goal 2	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
A1	AVID will continue at AMCMS with split coordinators and emphasize academic success from economically disadvantaged students.	AVID site team, Admin	Campus budget	July 2011- June 2012	- Student passing rates on 2011-12 state assessment
A2	Fifth through eleventh grade African American, Hispanic and economically disadvantaged <u>students</u> will be identified, encouraged and counseled to participate in <u>advanced courses</u>	Counselor, grade level principal, academic teams	Counselor data sheets, ViewIt, campus budget, AVID Site Team	July 2011- June 2012, Selection Jan-May, during registration process	- A list of students who are counseled to take advanced courses - Representative Group of students in advanced classes
A3	<u>Parents</u> of African American, Hispanic and economically disadvantaged students identified as candidates for <u>advanced courses</u> will be personally contacted	Counselor, grade level principal, academic teams, AVID Site team	Campus budget, AVID Site Team	Spring semester (Jan. – May)	- A list of parents contacted for their children to take advanced courses - Representative Group of students in advanced classes

Goal 2: Educational Opportunities Will Meet the Unique Academic, Social and Emotional Needs of All Students

Objective B: Students identified for special education will be representative of the AMCMS student population.

Goal 2	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
B1	Activity/program for students will be based upon data and RTI procedures.	Principal, Counselor, Curriculum coach, Instructional coach, central office, AVID	Campus budget, AVID Site Team	July 2011- June 2012	- Staff development provided - Number of Sp Ed referrals decreased

		Site Team			
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Goal 3: Educational Practices Will Be Predicated on Scientifically Based Research

Objective A: Opportunities for dialogue and discussion will be created among teachers and administrators regarding the role that relationships, expectations and school culture play in student performance and behavior.

Goal 3	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
A1	AVID will be continued at AMCMS.	AVID site team	Staff time, campus budget	July 2011 – June 2012	- Increased scale scores on 2011-12 state assessment - Student percentages in advanced courses
A2	AMCMS will utilize <u>Professional Learning Communities</u> to provide the support structure to align data (e.g., CBM's, AIMSweb®), curriculum (e.g., Scope and Sequence), and research-based instructional strategies (e.g., Safe and Civil Schools, EEI, RTI, AVID, ASU) with student success.	Campus Principals Campus Leaders Instructional Coach	Staff time, campus budget	July 2011 – June 2012	- Staff development plans reflect team sessions - Student passing rates on 2011-12 TAKS

Goal 3: Educational Practices Will Be Predicated on Scientifically Based Research

Objective B: Monitor, review, and align curricula to meet TEKS standards.

Goal 3	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
B1	<u>Continue alignment of curriculum</u> to the State standards in the core subject areas with emphasis in Math, Science, ELA.	Campus Principal Grade Level Principal, Department Heads	Staff time, campus budget	July 2011 – June 2012	- Vertical and horizontal teacher groups meet and curricula revised - Curricula based on State standards

B2	Provide opportunities for teachers for <u>curriculum & staff development</u>	Campus Principal Grade Level Principal Department Heads Staff Development Design Team	Staff time, campus budget	July 2011 – June 2012	-Attended sessions and evaluations
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Goal 3: Educational Practices Will Be Predicated on Scientifically Based Research

Objective C: Instructional strategies will be used so that students are engaged in learning at all levels.

Goal 3	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
C1	AMCMS will utilize <u>Professional Learning Communities</u> to provide the support structure to align data (e.g., CBM's, AIMSweb®,MSTAR), curriculum (e.g., Scope and Sequence), and research-based instructional strategies (e.g., EEI, RTI, AVID, ASU) with student success.	Campus Principals Campus Leaders Instructional Coach	Staff time, campus budget	July 2011 – June 2012	- Staff development plans reflect team sessions - Student passing rates on 2011-12 state assessment
C2	AVID will continue at AMCMS, emphasizing tutorology and critical thinking activities.	AVID site team	Staff time, campus budget	July 2011 – June 2012	- Increased scale scores on 2011-12 state assessment - Student percentages in advanced courses
C3	Staff development for all ESL/Bilingual certified teachers will be provided	ESL teacher and Staff development design team	Staff time, campus budget	July 2011 – June 2012	- Training provided - Meet AMAO's
C4	<u>Technology training</u> that emphasizes the integration of technology into instruction will be provided for all teachers	Campus Principals Technology Specialist	Staff time, campus budget	July 2011 – June 2012	-Staff development provided
C5	Provide staff development for teachers that focuses on the <u>intervention strategies</u> for diverse learners	Campus Principals Campus Leaders Foundations Team	Staff time, campus budget	July 2011 – June 2012	- Staff development provided - Number of Sp Ed referrals decreased

Goal 4: Parents and Community Members Will Be Actively Engaged

Objective A: Parental involvement will be representative of the CSISD student population.

Goal 4	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
A1	AMCMS will continue <u>outreach initiatives</u> through community centers (such as the Lincoln Center, Windsor Pointe and the Barbara Bush Parent Center) to partner with parents and community members	Campus Principals Campus Leaders	Staff time, campus budget	July 2011 – June 2012	- Events scheduled at community centers - Parent and community member attendance at events
A2	African American, Hispanic and economically disadvantaged parents and community members will be <u>recruited and encouraged</u> to participate in schools activities	Campus Principals Campus Leaders Faculty	Staff time, campus budget	July 2011 – June 2012	Number of parents on the SIP committee will be statistically representative of the school
A3	Campus Committees will be <u>representative</u> of district demographics (ex. CIP, PTO)	Campus Principals Campus Leaders	Staff time, campus budget	July 2011– June 2012	Committee membership represents school demographics

Goal 4: Parents and Community Members Will Be Actively Engaged

Objective B: Training and resources for parents and volunteers will be provided at all campuses.

Goal 4	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
B1	Improve <u>parent communication</u> about the availability of online	Campus Principals Campus Leaders	Staff time, campus budget	July 2011 – June 2012	- Evidence of communications to parents via web, hardcopy, and

	programs such as Pinnacle to monitor student progress				similar items - Increased parent use of online programs such as Pinnacle
B2	AMCMS will continue <u>outreach initiatives</u> through community centers (such as the Lincoln Center, Windsor Pointe and the Barbara Bush Parent Center) to partner with parents and community members	Campus Principals Campus Leaders	Staff time, campus budget	July 2011 – June 2012	- Events scheduled at community centers - Parent and community member attendance at events
B3	<u>Training</u> will be provided to parents that will better enable them to support their children’s school success to include the areas of TAKS reading, writing, math, social studies and/or science	Campus Principals Campus Leaders	Staff time, campus budget	July 2010 – June 2011	Training sessions conducted at multiple places within CSISD
B4	Promote anti-bullying images and presentations on the website and at various PTO or community meetings	Campus Administration Counselor Dept Heads	Staff time, campus budget	July 2011- 2012	- Parent surveys and the amount of reported bully incidents decreases substantially

Goal 4: Parents and Community Members Will Be Actively Engaged

Objective C: Community members will be used as a resource for educational opportunities.

Goal 4	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
C1	AMCMS will participate with the local university to develop research based strategies that increasing learning	Campus Principals Campus Leaders Teachers	Staff time, campus budget	July 2011 – June 2012	- Events scheduled at community centers - Parent and community member attendance at events

Goal 5: A Safe and Supportive Environment Will Be Provided For All Students

Objective A: AMCMS will comply and practice with the District Crisis Management Plan.

Goal 5	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
A1	Campus will continue to update the district crisis management plan to comply with <u>FEMA guidelines</u>	- Deputy Supt for Business and Operations	Staff Time	July-June	Guidelines followed as necessary
A2	AMCMS will review and change its <u>Crisis Management Plans</u> as needed	- Deputy Supt for Business and Operations - Principals	Staff Time	July-June	Management plans followed as necessary
A3	Campus will participate in at least two tornado drills each semester	School Safety Design team members, Admin	Staff Time	Leader progress report dates 2011/2012	Dates/Schedule
A4	Campus will participate in at least one safe shelter in place drills a year	School safety Design team members	Staff Time	July-June	Dates/Schedule
A5	Campus will participate in at least two lockdown drills; one each semester	School safety Design team members	Staff Time	Fall- Spring	Dates/Schedule
A5	Campus will participate in at least one AED drill each year	School safety Design team members	Staff Time	July-June	Date/Schedule
A6	AMCMS will conduct campus wide crash bucket and red folder checks once each year	School safety Design team members	Staff Time	July-June	Date/Schedule

Goal 5: A Safe and Supportive Environment Will Be Provided For All Students

Objective B: Procedures for management of student behavior will be consistent across the district.

Goal 5	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
B1	AMCMS will <u>review data</u> throughout the year based on types of offenses, intervention, gender and ethnicity in the following areas: number of suspensions, reasons for suspensions, number of discipline referrals, number of expulsions, reasons for expulsions, number of placements at Venture Center, reasons for placements at Venture Center, and number of physical restraints	Foundations Team Admin	Staff time	Every 6 weeks	Campus discipline referrals decrease from the 11-12 school year
B2	AMCMS will be <u>consistent</u> and timely in applying disciplinary consequences	Admin, Discipline committee	Staff time	July-June	Discipline reported in a consistent manner
B3	AMCMS will implement <u>proactive intervention</u> in order to reduce the number of discipline referrals	Admin, Discipline Committee	Staff time	July-June	Pre-intervention strategies defined and implemented

Goal 5: A Safe and Supportive Environment Will Be Provided For All Students

Objective C: Behavior management plans will serve the needs of all students.

Goal 5	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
C1	<u>Staff development</u> will be provided on the relationship between behavior management	Admin, Discipline Committee, staff development design	Staff time	July-June	- Staff development provided - Discipline referrals are representative of the AMCMS

	plans and the understanding of social, cultural and developmental differences	team			student population
C2	AMCMS will <u>review discipline data and develop a plan</u> to appropriately address campus discipline issues based on campus needs identified.	Admin, Discipline Committee	Staff time	July-June	- Plans developed. - Discipline referrals are representative of the AMCMS student population

Goal 6: All teachers will integrate technology into their classrooms

Objective A: Training and resources will be provided for teachers to continue the use of Smart Board/ Smart Notebook integration into their curriculum

Goal 6	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
A1	Ongoing professional development will be provided for teachers throughout the school year for Smart Board implementation	Administration Central office, Technology specialist	Staff time	August- July	- Teacher walk-throughs - Student surveys - Participation during professional development

Objective B: Training and resources will be provided for teachers to continue exploring new uses of technology into classroom curriculum

Goal 6	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
A1	Science and math teachers will use ipads and other tablets during classroom activities	Administration Math teachers Science teachers	Staff time	August- July	- Teacher walk-throughs - Student surveys - Participation during professional development

Year: 2011

Calculation Option: 2011 TAKS Base Indicators Met Strd (Based on TAKS performance only)

Grade(s): 07, 08

Subpopulation	Reading/ELA			Mathematics			Social Studies			Science			Writing		
	Tested	MStd	MStd%	Tested	MStd	MStd%	Tested	MStd	MStd%	Tested	MStd	MStd%	Tested	MStd	MStd%
All Students	648	613	95%	647	589	91%	326	312	96%	327	269	82%	316	300	95%
African American	81	66	81%	81	64	79%	37	33	89%	37	21	57%	43	38	88%
Hispanic	138	125	91%	137	113	82%	72	64	89%	73	50	68%	64	59	92%
White	351	345	98%	351	336	96%	179	178	99%	179	163	91%	168	162	96%
ECD	191	163	85%	191	148	77%	94	83	88%	95	58	61%	95	81	85%

