

College Station Middle School



**Campus Improvement Plan
2015-2016**

**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. As a result, we have begun to work even closer with our curriculum directors in areas of need in order to incorporate multiple strategies and various assessments in order to achieve at a higher level.

The committee observed that the African American and economically disadvantaged student groups were comparable to other CSISD schools as well as state-wide performance which can be viewed on the STAAR data attachment. We also recognized that the subject areas with the greatest potential for improvement for the 2015 – 2016 school year will be social studies, science and writing.

Our goal for the 2015-2016 school year is to continue to focus on the areas that are listed as System Safeguards in order for every student to achieve at a higher level while receiving rigor, relevance, and relationships along with choice, customization, and creativity.

Goal 1	College Station Middle School will receive rigorous and relevant coursework that will prepare them for future success.
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Objective(s)	<ol style="list-style-type: none"> 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.
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Activities	Person(s) Resp.	Resources	Timeline
A. 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	2015-2016 School Year
B. 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	2015-2016 School Year
C. Provide a release day for new teachers to learn district software (email, grading, etc.)	- Principal - Technology Facilitator	-Substitutes	2 nd or 3 rd week of school
D. 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	-Time	August 2015 – May 2016
E. 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	-Time	August 2015 – May 2016
F. All teacher and staff will accept and encourage the use of e-readers and other personal devices.	-Teachers and Staff	-None	August 2015 – May 2016
G. Teachers will have staff development to better meet the educational needs of a diverse multicultural student population.	-Principal -Staff & Program Development Design Team -Student Achievement Design Team	- Time	August 2015

<p>H. Students with attendance or academic problems will be identified, monitored and counseled as a precaution against dropping out of school.</p>	<p>-Staff -Counselor</p>	<p>- Time</p>	<p>August 2015 – May 2016</p>
<p>I. Through staff development, teachers will be provided training on how to incorporate rigor, relevance and relationships into their lessons.</p>	<p>-Campus Administration -Instructional Coaches -Math &/or Reading Specialists</p>	<p>-Time</p>	<p>On-going and as needed</p>
<p>J. RTI Interventions (both academic and behavioral) will be done based on students leading data</p>	<p>-Campus Administration -SIT Team -Math &/or Reading Specialists -Counselor</p>	<p>-Time</p>	<p>On-going and as needed</p>
<p>K. Identify students who are at risk for not passing STAAR tests. These are students who did not pass previous year(s) STAAR tests AND did not pass their classes the previous year.</p>	<p>-Campus Administration -Counselor</p>	<p>-Time</p>	<p>1st 6-weeks of 15-16 school year</p>
<p>L. Develop a mentor program for the above students (from Activity K).</p>	<p>-Campus Administration -Counselor -Campus Leadership</p>	<p>-Time</p>	<p>Fall Semester 2015</p>
<p>M. Based on System Safeguard Data, use the workshop model to expose students to various writing and reading opportunities that offer relevance, rigor, and choice.</p>	<p>-ELA teachers, reading specialist, principals, counselors</p>	<p>Time</p>	<p>Ongoing and as needed</p>
<p>N. Use district and outside resources such as Lead4ward to work directly with our Social Studies department in order to incorporate a more comprehensive curriculum.</p>	<p>-History teachers, District Curriculum Coordinator, principals, counselors</p>	<p>Time</p>	<p>Ongoing and as needed</p>
<p>O. Using our campus STAAR data and content mastery program, SPED students will have an opportunity to work in small groups and/or one-on-one settings to help enhance reading, writing, and math knowledge and skills.</p>	<p>-SPED teachers, reading/math specialists, principals, counselors</p>	<p>Time</p>	

<p>Evaluation</p>	<ul style="list-style-type: none"> -Updated Curriculum -Improved STAAR scores for African American, Economically Disadvantaged and SPED students -Teacher Evaluation -Increased student usage database -Walk-throughs, classroom surveys and results -Zero drop-outs -Principal Evaluation -Academic and Behavioral Improvement -Student, teacher and parent surveys -Discipline referrals
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Goal 2	Through increasing opportunities for choice, students will be able to customize learning opportunities to meet their unique needs and develop creative thinking.
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Objective(s)	<ol style="list-style-type: none"> 1. Students taking advanced courses will be representative of the CSMS student population. 2. Students identified as Gifted and Talented will be representative of the CSMS population. 3. Interventions for all students will be provided prior to making a referral for special education testing. 4. The overall number of students participating in school-sponsored activities will increase. 5. CSMS will provide additional support for at-risk students and students who are in danger of dropping out of school in the future.
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Activities	Person(s) Resp	Resources	Timeline
A. 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 will be personally contacted and may need to be steered toward the AVID program.	- Administration -Counselor -AVID teacher -Other core teachers	- Time	August – November 2015 and Prior to 2016-2017 registration
B. All teachers will receive training that will help identify more gifted and talented students.	- Curriculum Coaches - Staff and Program Development Design team - Administration	- TBD	Fall 2015 – Spring 2016 July-June
C. Collect data regarding the number of students participating in school-sponsored activities. Students who are not participating in school-sponsored activities will be actively recruited.	- Activity Sponsors -Student Equity Design Team -Administration	- Time	Fall 2015 – Spring 2016
D. 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
E. A Math Enrichment/Reading Enrichment class is recommended for students who do not meet the required standards on the STAAR math/STAAR reading test. Not more than 10 students per class.	-Counselor -Principal	-SCE Funds	2015 – 2016 School year

Evaluation	<ul style="list-style-type: none"> - List of identified students contacted - Training Provided -Completed surveys, publish results to campus -Recruitment occurs -Greater percentage of students enrolled in co-curricular and extra-curricular activities -Pregnant students identified and proper documentation is obtained -80% of students in meet the standard for STAAR Math and/or STAAR Reading
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Goal 3	Provide a safe and supportive environment for all, with an emphasis on positive, strong, healthy relationships.
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Objective(s)	<ol style="list-style-type: none"> 1. College Station Middle School will have a comprehensive Crisis Management Plan that covers all possible emergencies. 2. College Station Middle School will promote awareness of students and staff as to the dangers and consequences of drugs, alcohol, and violence. 3. College Station Middle School will provide opportunities to support and build positive morale for all staff.
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Activities	Person(s) Resp	Resources	Timeline
A. Crisis management team updated to maintain effective plan for emergencies.	- Assistant Principal in charge of crisis management	- Time	August 2015
B. Conduct disaster drills with alternative exit routes.	- Campus Administration	- Time	August 2015
C. AED team updated to maintain effective plan for emergencies	- Nurse - Assistant Principal - AED Team	- Time	Ongoing
D. Campus will participate in Red Ribbon Week anti-drug campaign.	- Student Council - Counselor	- Shared service agreement with Region VI	Fall 2015
E. 7th grade students will participate in tobacco awareness (STAT)	- Counselor - Safe & Drug Free Rep	-\$1000	Spring 2016
F. 8th grade students will participate in cyber-ethics training	- Computer Lit. Teachers	- Time -\$500 for guest speaker	Fall 2015 and Spring 2016
G. Improve Mentor program for new teachers to campus to help assimilation & a feeling of belonging.	- Staff and Program Development Design Team	- Time	August 2015
H. Provide social and emotional support for students and staff.	- School Climate and Safety Design Team	- Cheer Fund - Other funds at principal's discretion	Ongoing
I. Provide non-STAAR recognition and incentives.	- Academic Teams	- Activity Fund	Ongoing

Evaluation	<ul style="list-style-type: none"> - Plan in effect and documentation of drills - Student Participation - Parent Surveys - Services Provided
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Goal 4	Empower families and the community to be full partners in students' educational success.
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Objective(s)	<ol style="list-style-type: none"> 1. College Station Middle School will assess and improve communication and community awareness. 2. College Station Middle School will increase levels of community and parent involvement. (i.e., Special programs) 3. Parental involvement will be representative of the CSMS student population. 4. Parents will be informed of career and higher education opportunities for their children.
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Activities	Person(s) Resp	Resources	Timeline
A. 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	4 th 6-weeks
B. The CSMS website, School Messenger and social media outlets will be used to actively communicate with parents and community members.	- Assistant Principal in charge of communications	- Time	Ongoing
C. College Station Middle School teachers and academic teams will send email newsletters and/or keep web pages updated with current classroom information.	- Teachers - Administrators	- Time	Ongoing
D. College Station Middle School will provide information at the Lincoln Center regarding Academic Assistance Opportunities (i.e. tutorial bus).	- Representative from Parent & Community Involvement design team	- Time - Stationary	Ongoing as needed
E. College Station Middle School will coordinate with Volunteer In Public Schools (VIPS) Program to invite community members as well as parents to join VIPS and encourage parents to volunteer in any capacity.	- VIPS Coordinator - Principal - Faculty & Staff	- Postage - Supplies - Marquee	Ongoing as needed
F. Parents and students will be informed of curriculum choices that will enhance their opportunity for success beyond high school.	- Counselor	- Time	August 2015 – May 2016

Evaluation	<ul style="list-style-type: none"> - Marquee informs parents of important dates - Social Media used to keep parents informed - Increased VIPS enrollment and parent participation - Family engagement and involvement in student success - Completed registration
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Goal 5	College Station Middle School educational practices will be predicated on scientifically based research.
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Objective(s)	<ol style="list-style-type: none"> 1. College Station Middle School teachers will be provided on-going professional development related to varied teaching strategies. 2. A professional library or online database of current books and educational journals will be updated for teacher use.
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Activities	Person(s) Resp	Resources	Timeline
A. Teachers will be provided the opportunity to attend 12 hours of professional development.	- School Administration - Department Chairs	- Travel Costs - Substitutes	Ongoing as needed
B. Teachers will be provided 6 hours of GT training annually during campus in-service days.	- Staff Development Design Team - Central Office	- TBD	2015-2016 School year
C. Selected items will be purchased and placed in the professional library or online database.	- Librarian - Administration	- Cost of books or subscriptions	Ongoing as needed

Evaluation	<ul style="list-style-type: none"> - Proof of attendance at all professional development activities - Teacher survey - Inventory of professional library
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STAAR DATA

	CSMS	State	Difference			CSMS	State	Difference
7th Grade					8th Grade			
Math (Percent Score)	62.83	N/A	N/A		Math (Percent Score)	59.89	N/A	N/A
Economic Disadvantaged	50.98	N/A	N/A		Economic Disadvantaged	53.72	N/A	N/A
White	65.27	N/A	N/A		White	61.13	N/A	N/A
Asian	79.54	N/A	N/A		Asian	77.75	N/A	N/A
Black/AA	43.03	N/A	N/A		Black/AA	50.46	N/A	N/A
Hispanic	56.44	N/A	N/A		Hispanic	57.25	N/A	N/A
SPED	39.14	N/A	N/A		SPED	43.2	N/A	N/A
Reading	89.33	75	14.33		Reading (1st Admin)	87.04	78	9.04
Economic Disadvantaged	78.31	66	12.31		Economic Disadvantaged	68.93	70	(1.07)
White	91.8	87	4.80		White	92.36	90	2.36
Asian	97.22	90	7.22		Asian	100	91	9.00
Black/AA	63.64	68	(4.36)		Black/AA	50	69	(19.00)
Hispanic	87.32	68	19.32		Hispanic	83.56	73	10.56
SPED	60	35	25.00		SPED	35.29	38	(2.71)
Writing	84.31	72	12.31		Science	79.25	70	9.25
Economic Disadvantaged	72.62	62	10.62		Economic Disadvantaged	56.44	61	(4.56)
White	85.6	83	2.60		White	85.71	82	3.71
Asian	100	89	11.00		Asian	90.62	93	(2.38)
Black/AA	55.88	63	(7.12)		Black/AA	42.86	58	(15.14)
Hispanic	84.93	65	19.93		Hispanic	69.44	64	5.44
SPED	29.41	26	3.41		SPED	23.53	30	(6.47)
					Social Studies	71.79	64	7.79
					Economic Disadvantaged	44.55	53	(8.45)
					White	78.47	78	0.47
					Asian	90.62	90	0.62
					Black/AA	40.48	53	(12.52)
					Hispanic	59.15	56	3.15
					SPED	5.56	29	(23.44)

Staff Development

	Friday 8/14	Monday 8/17	Tuesday 8/18	Wednesday 8/19	Thursday 8/20	Friday 8/21
AM	District CSISD Kickoff 2015 @ Central Baptist at 8:30 am followed by WELCOME BACK @ CSMS	Campus (Chick-Fil-A Breakfast - CSMS) CSMS: Nuts & Bolts: Administrators Counselors Secretary Attendance	District NO BREAKFAST CSISD: District-Wide Staff Development YOU MATTER CONFERENCE (@ CSHS)	District NO BREAKFAST CSISD: District-Wide Staff Development (More information to follow)	Campus (Breakfast – CSMS) CSMS: Meeting the Needs of our SPED and 504 Learners (Meetings w/ Coordinators) Mr. Hackethorn will meet with Elective Teachers and Coaches about 504 information. See detailed letter for meeting times and locations.	Campus NO BREAKFAST Teacher workday Student Council members will be available from 10-11 to help in your classroom.
Lunch	11:00 – 12:30	11:15 – 12:45 (@ Rudy's)	11:00 – 12:30	TBA	12:00 – 1:30	11:00 – 12:30
PM	Campus Technology Talk with Maryam Ahmed CSMS: TEAM BUILDING	Campus Education Foundation to speak (1:00) Social Emotional Leadership Team Presentation (formally known as the Foundations Committee)	District CSISD: District-Wide Staff Development YOU MATTER CONFERENCE (@ CSHS)	District CSISD: District-Wide Staff Development (More information to follow)	Campus CSMS: Meeting the Needs of our SPED and 504 Learners See detailed letter for meeting times and locations. Resource Teachers will make special arrangements with teams that they didn't meet with in the morning sessions.	Campus Teacher workday Student Council members will be available from 12:30- 2:00 to help in your classroom.