

DeSoto Independent School District
Curtistene S McCowan Middle School
2018-2019 Campus Improvement Plan

Accountability Rating: Met Standard



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Comprehensive Needs Assessment

Revised/Approved: October 23, 2018

Demographics

Demographics Summary

African American = 69%

Hispanic = 29%

Other = 2%

5 year trend reveals in increase in the Hispanic population. Enrollment has remained consistent with approximately 950 students.

Mobility rate with the following student groups:

AA -

Hispanic -

White -

2 or more races -

Econ Dis -

SPED -

ELs -

0% students are migrant.

Drop out rates for WWJH continue to remain low.

Addition of a Behavior Program on our campus services through special education.

Demographics Strengths

Attendance rates for the student groups remain above the district average.

We have an Instructional Coach to service all students and teachers.

We have 2 Master Teacher via A2E2 grant to service students and its teachers.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- 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
- Accountability Distinction Designations

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
- Texas English Language Proficiency Assessment System (TELPAS) results
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Observation Survey results

Student Data: Student Groups

- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Special education population, including performance, discipline, progress, and participation data
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data
- Gifted and talented data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject
- Class size averages by grade and subject

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- 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 surveys and/or other feedback
- Parent Involvement Rate

Support Systems and Other Data

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

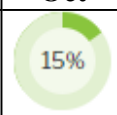
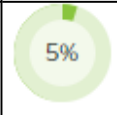
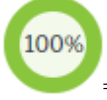



Goals

Goal 1: Raise student achievement.

Performance Objective 1: Incorporate the use of lead4ward Planning Guides to focus instructional targets and increase engaging experiences in the classroom

Evaluation Data Source(s) 1: pictures, lesson plans, agendas, formative data

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 1) Brad from lead4ward conducted a PLC session on campus for 1 day to introduce the planning guide.	Sanders	This will help teachers have a laser focus on learning targets and create engaging experiences to increase student retention.				
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 2) Leadership team attending training session to enhance our usage of lead4ward resources.	Nevels	Planning and field guide will improve lesson delivery in classrooms.				
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6 CSF 7 3) 3) Conduct a training session during our campus PD day, 10/29/18, on the use of Planning Guides and Field Guides.	Bates Nabors James Sturgeon, M.	The guides will act as a blueprint to plan focused lessons, increase the number of engaging experiences for students, and focus instructional delivery to impact student data.				
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Goal 1: Raise student achievement.

Performance Objective 2: Conduct a study of best practices via Fundamental 5 book and observe implementation in 70% of classrooms.

Evaluation Data Source(s) 2: sign in sheets, pictures, lesson plans, observations


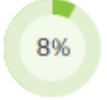


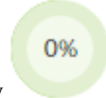

Summative Evaluation 2:

Goal 1: Raise student achievement.

Performance Objective 3: Secure the support of a Region 10 consultant to improve teaching and learning in ELAR.

Evaluation Data Source(s) 3: sign in sheets, tweets, lesson plans, student work, data, observations

Summative Evaluation 3:

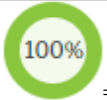

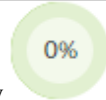

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 7 1) Implement a writing workshop to improve performance and lesson delivery.	Teachers	Increase the frequency and quality of writing in the classroom.				
Critical Success Factors CSF 1 CSF 3 CSF 7 2) Secure coaching services increase teacher quality.		Positively impact the alignment of standards and instruction and student performance.				
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Goal 1: Raise student achievement.

Performance Objective 4: Attend conferences to increase knowledge of best practices to enhance learning outcomes for students.

Evaluation Data Source(s) 4: registration confirmation, sign in sheets

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7 1) Attend TABSE conference	Principal	Conference will increase the leadership effectiveness of addressing instructional and school improvement and cultural relevancy.				
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Goal 2: Implement data-driven decisions to improve the quality of instruction.

Performance Objective 1: By May 2019, 70% of all teachers will score at the Proficient level on the T-TESS evaluation tool.

Evaluation Data Source(s) 1: evaluations, walk thrus, common assessments, agendas, pictures, videos, surveys, journals, student work samples, lesson plans

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 6 CSF 7</p> <p>1) Effectively implement best practices and analyze student work in PLC.</p>		Increase teacher capacity and student performance.				
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Goal 2: Implement data-driven decisions to improve the quality of instruction.

Performance Objective 2: Building leadership capacity and effectiveness to impact student achievement through a DDI model (data-driven instruction).

Evaluation Data Source(s) 2: sign in sheets, evaluations, purchase order

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6 1) Implement a book study via Getter Better Faster	Campus Administrators	Improve campus systems and capacity to disaggregate data and pedagogy				
Funding Sources: 211 - Title I - 300.00						

Goal 3: Improve school climate and establish a culture of high expectations and respect by intentionally implementing evidence-based strategies.

Performance Objective 1: Implementing culture building activities to increase morale of staff and students.

Evaluation Data Source(s) 1: POs, pictures, surveys

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 6</p> <p>1) Hosted the following for staff: -"Scream for Ice-cream" -"Nibble with Nevels" -Smart teambuilding</p>		Increase staff morale and informal interactions with principal.				
<p>Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>2) Design campus PD that is choice-based and incorporate team building. "Pumpkin with a Twist"</p>		Teachers will have more buy-in the the PD because they will be able to choose their own learning sessions.				
<p>Critical Success Factors CSF 6</p> <p>3) Host student-centered activities: -pep rallies -Red Ribbon Week -Homecoming Court -Veterans Day program</p>						
<p>Critical Success Factors CSF 1 CSF 6</p> <p>4) "Passers Party" to celebrate student achievement and promote growth and various performance levels.</p>	Morrow	Serve as motivation to increase student performance.				
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Goal 3: Improve school climate and establish a culture of high expectations and respect by intentionally implementing evidence-based strategies.

Performance Objective 2: attend professional development to increase instructional and leadership effectiveness

Evaluation Data Source(s) 2: POs, pictures, registration, sign in sheets

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 1) Attend the Think Conference hosted by lead4ward	Principal	Increase the ability to utilize lead4ward documents to enhance lesson planning, data analysis, and pedagogy				
Funding Sources: 211 - Title I - 1000.00						
Critical Success Factors CSF 3 CSF 6 2) Attend TABSE conference to enhance quality of school wellness	Principal	Improve cultural awareness and sensitivity for our student population and school-wide culture				
Funding Sources: 211 - Title I - 1000.00						
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6 CSF 7 3) Attend the PLC Institute hosted by DuFour	Adm Assistant	Improve the quality of professional learning communities to impact school culture and wellness				
Funding Sources: 211 - Title I - 5000.00						

Goal 4: Create a partnership with parents and community to ensure the success of our campus through various parent and community involvement activities.

Performance Objective 1: Implement events to increase parent participation and community involvement.

Evaluation Data Source(s) 1: sign in sheets, pictures

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Have a functioning PTA.</p>	PTA Executive Board	Increase home to school connections and involvement.				
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>2) Host parent-teacher conference that creates a fun energy including raffles, karaoke, and the McCowan shuffle. We had over 200 parents to attend.</p>	Woods Hicks	Increase the connectedness of family and staff.				
Funding Sources: 199 - Local - 150.00						
<p>Critical Success Factors CSF 5</p> <p>3) Coffee & Conversation with Principal Nevels -Dec 7, 2018</p> <p>We had 26 parents to attend and 5 students.</p>	PTA Executive Board	Increase accountability, communication, and transparency between school and community. Get affirmation on what is going well. Get feedback on systems that need refining.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Campus Based Leadership Team

Committee Role	Name	Position
Principal	Bridget Nevels	
Administrator	Stephanie Sanders	
Assistant Principal	Dr. Lori Mathis	
Assistant Principal	Leland Morrow	Asst Principal

Title I

Committee Role	Name	Position
Non-classroom Professional	Trena Burke	Adm Assistant

Campus Funding Summary

199 - Local					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	2			\$150.00
Sub-Total					\$150.00
Budgeted Fund Source Amount					\$1,000.00
+/- Difference					\$850.00
211 - Title I					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	1			\$300.00
3	2	1			\$1,000.00
3	2	2			\$1,000.00
3	2	3			\$5,000.00
Sub-Total					\$7,300.00
Budgeted Fund Source Amount					\$1,500.00
+/- Difference					-\$5,800.00
Grand Total					\$7,450.00