

# **Spring Branch Independent School District**

## **Memorial Middle School**

### **2020-2021 Campus Improvement Plan**



# Mission Statement

Memorial Middle School, recognizing the challenge of educating learners for the twenty-first century, accepts the responsibility of providing the optimum learning environment required to prepare these learners to compete successfully in a highly diverse and global community.

## Vision

**Understanding the characteristics of the middle level learner, Memorial Middle School believes:**

Opportunities for developing and building self-esteem must be provided.  
Dignity and respect for the uniqueness of each learner is acknowledged. Enrichment should be an integral part of the total curriculum to maximize student achievement.  
All students deserve academic challenges that acknowledge a variety of learning styles.  
Interdisciplinary teaming and the development of thematic units provide lifelong learning experiences.  
A continuum of learning exists among elementary, middle, and high schools.  
The integration of technology provides the learner with the skills necessary to compete in the Information Age.  
A community of learners is developed through the efforts of teams of teachers and students.  
Teachers as facilitators in the classroom produce autonomous learners.  
Cooperative learning promotes an individual's responsibility to a group.  
A safe environment creates a sense of belonging.  
Respect for self and others develops good citizens.  
Parents and the community should contribute mutually in the success of the school.  
Through the implementation of these beliefs, Memorial Middle School creates a culture which best prepares students for the future.

## Core Values

### **Every Child**

We put students at the heart of everything we do.

### **Collective Greatness**

We, as a community, leverage our individual strengths to reach challenging goals.

### **Collaborative Spirit**

We believe in each other and find joy in our work.

**Limitless Curiosity**

We never stop learning and growing.

**Moral Compass**

We are guided by strong character, ethics and integrity.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Campus Type Middle School Campus Size 1,380 Students Grade Span 06 - 08 Percent Economically Disadvantaged 4.6 Percent English Language Learners 6.0 Mobility Rate 3.8 Percent Served by Special Education 3.9 Percent Enrolled in an Early College High School Program 0.0

### Demographics Strengths

Community and parent support

Teacher retention

Advanced programs enrollment

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** Socialization and acceptance across cultural groups.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**

- District goals
- Campus goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- State and federal planning requirements
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.

## **Accountability Data**

- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain

## **Student Data: Assessments**

- PSAT and/or ASPIRE
- Local benchmark or common assessments data

## **Student Data: Student Groups**

- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Gifted and talented data

## **Student Data: Behavior and Other Indicators**

- Student surveys and/or other feedback
- 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

# Goals

**Goal 1: STUDENT ACHIEVEMENT.** Every Memorial Middle School student will master rigorous academic standards to ensure college and career readiness.

**Performance Objective 1: ACHIEVEMENT:** By June 2021, Memorial Middle School will increase student performance on STAAR Grades 6-8 exams in reading and math by at least 5 points at each performance level (approaches, meets, masters).

2019-20: Not Rated due to COVID

2018-19: Reading: 92% (approaches)/(meets), 50% (masters); Math: 96% (approaches)/(meets), 49% (masters)

2017-18: Reading: 92% (approaches)/(meets), 49% (masters); Math: 96% (approaches)/(meets), 46% (masters)

**Evaluation Data Sources:** STAAR 3-8 Reports

**Summative Evaluation:** None

<b>Strategy 1:</b> Common planning periods for grade level subject teams. Humanities training throughout the school year for teams. Additional LA staff at the 7th grade level for smaller class size.  <b>Strategy's Expected Result/Impact:</b> Increased number of students performing at post-secondary-ready levels on local and national assessments  <b>Staff Responsible for Monitoring:</b> Admin, teachers DCs Team Leaders District Curriculum Directors	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				



**Goal 1: STUDENT ACHIEVEMENT.** Every Memorial Middle School student will master rigorous academic standards to ensure college and career readiness.

**Performance Objective 2: GAP-CLOSING:** : GAP-CLOSING: By June 2021, Memorial Middle School will increase overall performance on STAAR Grades 6-8 exams to narrow the gap or improve performance above the target by at least 5% between EL students and non EL students while all performance improves.

2019-20: Not Rated due to COVID

2018-19: English Learners 44%; non-English Learners 29%

2017-18: English Learners 44%; non-English Learners 29%

2018-19: African American 57%; non- African American 86%

2017-18: African American 75%; non- African American 73%

2018-19: Hispanic 80%; non- Hispanic 86%

2017-18: Hispanic 63%; non- Hispanic 75%

2018-19: Asian 89%; non- Asian 85%

2017-18: Asian 80%; non- Asian 72%

2018-19: Eco-Dis 84%; non- Eco-Dis 86%

2017-18: Eco-Dis 53%; non- Eco-Dis 76%

2018-19: Sped 5%; non-Sped 88%

2017-18: Sped 3%; non-Sped 76%

**Evaluation Data Sources:** STAAR Reports and State Accountability Reports

**Summative Evaluation:** None

<b>Strategy 1:</b> Hire a part time instructional specialist for tutorials and strategic interventions; 6th grade study skills course; Reading Lab at 6th grade for those who did not pass 5th grade Reading STAAR Release Assessment <b>Strategy's Expected Result/Impact:</b> Achievement Gap closed in all areas by 5% <b>Staff Responsible for Monitoring:</b> Admin Consultant, Teachers Counselors	Reviews			
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**Goal 1: STUDENT ACHIEVEMENT.** Every Memorial Middle School student will master rigorous academic standards to ensure college and career readiness.

**Performance Objective 3: STUDENT GROWTH:** By June 2021, Memorial Middle School will increase the % of students who meet or exceed conditional growth index (CGI) targets on Measures of Academic Progress: Reading (6-8) increase by 5 points, Math (6-8) increase by 5 points.





2019-20: Not Rated due to COVID

2018-19: Reading - 62% met CGI; Math - 64% met CGI

2017-18: Reading - 60% met CGI; Math - 74 % met CGI

**Evaluation Data Sources:** Measures of Academic Progress (MAP) reports

**Summative Evaluation:** None

<b>Strategy 1:</b> Reading MAP in all grades Math MAP in all grades  <b>Strategy's Expected Result/Impact:</b> CGI increased by 5% <b>Staff Responsible for Monitoring:</b> Admin DCs Teachers	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2:</b> Study Skills class for all 6th grade students; curriculum campus created  <b>Strategy's Expected Result/Impact:</b> CGI increased by 5% <b>Staff Responsible for Monitoring:</b> Admin DCs Teachers	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 1: STUDENT ACHIEVEMENT.** Every Memorial Middle School student will master rigorous academic standards to ensure college and career readiness.

**Performance Objective 4: ADVANCED COURSES:** Strengthen the level of advanced academic instruction in order to increase student preparation for and success in advanced courses that are aligned to high school.

Fall 2020: 1213 students enrolled in one or more advanced courses

Fall 2019: 1264 students enrolled in one or more advanced courses

**Evaluation Data Sources:** Skyward Course Enrollment Data

**Summative Evaluation:** None

<b>Strategy 1:</b> Students will have open access to advanced courses. <b>Strategy's Expected Result/Impact:</b> Increased enrollment in advanced courses <b>Staff Responsible for Monitoring:</b> DCs Counselors	Reviews			
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**Goal 2: STUDENT SUPPORT.** Every Memorial Middle School student will benefit from an aligned system that supports his/her academic and social-emotional needs.

**Performance Objective 1: SCHOOL CONNECTEDNESS:** By June 2021, the % of Memorial Middle School students who feel connected as both individuals and learners will increase by at least 5 points.

2019-20: Not Rated due to COVID

2018-19: 45% School Belonging

2017-18: 44% School Belonging

**Evaluation Data Sources:** Panorama Student Survey

**Summative Evaluation:** None





<b>Strategy 1: Student Safety Cadre</b> Character Counts Lessons once a week. Back to School Pep Rally International Day CSHAC  <b>Strategy's Expected Result/Impact:</b> 70% of MMS students will respond favorably on school belonging Panorama survey questions  <b>Staff Responsible for Monitoring:</b> Admin Counselors System of Care Coach Wellness Counselor CSHAC members	Reviews			
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**Goal 2: STUDENT SUPPORT.** Every Memorial Middle School student will benefit from an aligned system that supports his/her academic and social-emotional needs.

**Performance Objective 2: GUIDANCE AND COUNSELING:** Each grade level classroom will implement and support character education and social-emotional learning curriculum.

**Evaluation Data Sources:** Training materials and attendance rosters

**Summative Evaluation:** None

<b>Strategy 1:</b> Students will build soft skills to enhance their secondary and post-secondary opportunities. <b>Strategy's Expected Result/Impact:</b> Students will obtain higher scores on the Panorama SEL Skills Survey. <b>Staff Responsible for Monitoring:</b> Administrators Counselors Teachers	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2:</b> Students will develop the skills to make effective goals and decisions around career planning. <b>Strategy's Expected Result/Impact:</b> All 7th grade students will complete a Career Cluster Finder assessment to determine to their proposed career. <b>Staff Responsible for Monitoring:</b> Adminstrator Counselor	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 3:</b> Through the implementation of Character Strong, students will become more socially aware of how their actions and decisions impact others. <b>Strategy's Expected Result/Impact:</b> Decrease in discipline incidents. <b>Staff Responsible for Monitoring:</b> Administrators Counselors Teachers	Reviews			
	Formative			Summative
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**Goal 2: STUDENT SUPPORT.** Every Memorial Middle School student will benefit from an aligned system that supports his/her academic and social-emotional needs.

**Performance Objective 3: EIGHTH GRADE PLANNING:** 100% of 8th graders at Memorial Middle School Middle School will complete a 4-year plan aligned to their endorsement to ensure graduation requirements are met.

**Evaluation Data Sources:** 4-Year Plan  
Endorsement Selection Form

**Summative Evaluation:** None





<b>Strategy 1:</b> 8th grade students participate in Guthrie campus visits to learn more about CTE Programs of Study. <b>Strategy's Expected Result/Impact:</b> Students will determine if they want to pursue a career and technical opportunity. <b>Staff Responsible for Monitoring:</b> Administrators Counselors	<b>Reviews</b>			
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	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Students will participate in a Bridge Year event to explore high growth and high demand jobs. <b>Strategy's Expected Result/Impact:</b> Students will learn about these career opportunities for paths to gainful employment. <b>Staff Responsible for Monitoring:</b> Administrators Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Students will complete a course selection process aligned to their career and endorsement path for their 9th grade year. <b>Strategy's Expected Result/Impact:</b> All students will have a full schedule of courses selected for 9th grade. <b>Staff Responsible for Monitoring:</b> Administrators Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Students will complete a 4-Year Plan prior to entering 9th grade. <b>Strategy's Expected Result/Impact:</b> All 8th grade students will: -choose a career path aligned to an endorsement, and -plan their courses across all 4 years of high school. <b>Staff Responsible for Monitoring:</b> Administrators Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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**Goal 3: SAFE SCHOOLS.** Memorial Middle School will ensure a safe and orderly environment.

**Performance Objective 1: SAFETY COMMITTEE:** Strengthen school safety by establishing and conducting Campus Safety Committee reviews throughout the school year.

**Evaluation Data Sources:** Campus Safety Committee roster

**Summative Evaluation:** None





<b>Strategy 1: CAMPUS SAFETY COMMITTEE:</b> Establish Campus Safety Committees composed of a cross section of stake holders to look at matters related to campus safety. <b>Strategy's Expected Result/Impact:</b> Each Campus principal will recruit a safety team and provide a roster. Each campus team will meet three times/year so that all campuses will be able to refine safety practices. <b>Staff Responsible for Monitoring:</b> Administrators	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2: HARRIS COUNTY DEPARTMENT OF EDUCATION:</b> Participate in the Harris County Department of Education (HCDE) campus safety audit. <b>Strategy's Expected Result/Impact:</b> Campus will develop action plans to address any deficiencies as a result of safety audits. <b>Staff Responsible for Monitoring:</b> Administrators Safety Committee	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 3: SAFE SCHOOLS.** Memorial Middle School will ensure a safe and orderly environment.

**Performance Objective 2: EMERGENCY OPERATIONS:** Develop Campus Emergency Operations Procedures that comply with SB 11, and include Standard Operating Procedures.

**Evaluation Data Sources:** Campus emergency operation procedures documents

**Summative Evaluation:** None

<b>Strategy 1: EMERGENCY OPERATIONS PROCEDURES:</b> Campus EOP will align to the best practices from the Texas School Safety Center and the Standard Operating Procedures, such as the "I Love You Guys" Foundation. <b>Strategy's Expected Result/Impact:</b> Campus EOP turned in and filed by September 1st. <b>Staff Responsible for Monitoring:</b> Administrators	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2: EMERGENCY OPERATIONS PROCEDURES:</b> Update campus EOP annually and train staff at the start of each school year. <b>Strategy's Expected Result/Impact:</b> Campus procedures maintained in campus EOP. Staff training documents maintained. EOPs submitted by September 1. <b>Staff Responsible for Monitoring:</b> Administrators Safety Committee	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 4: FISCAL RESPONSIBILITY.** Memorial Middle School will ensure efficient and effective fiscal management of resources and operations to maximize learning for all students.

**Performance Objective 1: FINANCIAL MANAGEMENT:** Maintain high quality financial management practices so that financial resources provide the maximum possible support for T-2-4.

**Evaluation Data Sources:** Year-To-Date (YTD) Budget Reports (monthly, quarterly, annually)

**Summative Evaluation:** None

<b>Strategy 1:</b> Conduct frequent budget meetings with Administrative Assistant to review and manage money. <b>Strategy's Expected Result/Impact:</b> Error free records. Documentation of purchases and orders. <b>Staff Responsible for Monitoring:</b> Principal Administrative Assistant	<b>Reviews</b>			
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# Addendums