

Bushland Independent School District
Bushland Middle School
2019-2020 Campus Improvement Plan



Mission Statement

Together, we guide every student to reach their greatest potential.

Vision

BUSHLAND STUDENTS TODAY...LEADERS TOMORROW!

Core Beliefs

Faith, Unity, Integrity, Scholarship, Leadership, Work Ethic

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Comprehensive Needs Assessment

Perceptions

Perceptions Summary

After giving staff the opportunity to do a SWOT analysis (Strengths, Weaknesses, Opportunities, Threats) there was an overall perception that we had weaknesses and threats in the areas of communication and negative presence among a small group of staff. The general consensus within strengths and opportunities was that we have a majority of staff that truly care about kids and always put students first, that our staff go above and beyond the parameters of their job description, that the campus has a family feel, and that staff get the opportunity to give feedback and use their strengths.

Perceptions Strengths

The general consensus within strengths and opportunities was that:

- Overall, the staff truly care about kids and always put students first.
- BMS staff go above and beyond the parameters of their job description.
- The campus has a family feel.
- Staff get the opportunity to give feedback and use their strengths.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: There is a perception that communication is lacking, unclear and/or inconsistent. **Root Cause:** There is not a procedure or plan for what is communicated or for who is responsible for the communication.

Priority Problem Statements

Problem Statement 1: There continues to be gaps in achievement and growth between sub populations.

Root Cause 1: There is a growing populations of diverse students cause staff to need new/different training.

Problem Statement 1 Areas: Demographics

Problem Statement 2: 5th Science, 6th Reading, 6th Math, 8th Math, 8th Science, 8th Social Studies are below 60% Meets Grade Level.

Root Cause 2: Staff has been unaware of the state recommendation for being 60% or above Meets Grade Level and its impact on accountability

Problem Statement 2 Areas: Student Achievement

Problem Statement 3: There are some staff that are compliant with the efforts, but struggle with authentic implementation of change.

Root Cause 3: They have not experienced success with the strategies due to lack of authenticity, and some feel it is "just another program".

Problem Statement 3 Areas: School Culture and Climate

Problem Statement 4: Bushland Middle School received a D in relative performance within the School Progress Domain in our Accountability Rating from the state.

Root Cause 4: We were seeing individualized data at the end of the year when STAAR results came out, after students were out of school.

Problem Statement 4 Areas: Curriculum, Instruction, and Assessment

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

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
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Local diagnostic math assessment data
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Observation Survey results

- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, and gender data
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- School safety data

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
- TTESS data
- T-PESS data

Parent/Community Data

- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation

- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results

Goals

Goal 1: Bushland Middle School will provide a safe environment for all stakeholders.

Performance Objective 1: Continue to implement Capturing Kids' Hearts with new focuses being added.

Evaluation Data Source(s) 1: Discipline referrals, walk-through data, overall culture

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Form committee of Process Champions for year 2 training in Capturing Kids' Hearts.		Principals CKH Rep.	Process Champions will lead, model, and assist in refining current strategies, and implementing new strategies			
2) Integrate new CKH strategies into lesson plans and discipline management.		Principals CKH Rep.	Strong relationships among students and staff result in safe learning environment and fewer discipline issues.			
3) Create students based committee to provide feedback and lead student activities as CKH strategies.		Principal CKH Rep.	Students leading and impacting campus culture. National Showcase School Award			
 = Accomplished  = No Progress  = Discontinue						

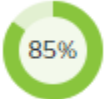
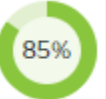
Goal 1: Bushland Middle School will provide a safe environment for all stakeholders.

Performance Objective 2: Ensure campus is operationally safe, clean, and aesthetically pleasing.

Evaluation Data Source(s) 2: Report needs in a timely manner through School Dude, report facility use outside of school hours to appropriate office

Summative Evaluation 2: Met Performance Objective

Next Year's Recommendation 2: Check and monitor facility needs and cleanliness

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Enter all maintenance requests through School Dude.		Maintenance Director	Facilities will be kept maintained in a timely manner.			
2) Report building activities and building use to the appropriate scheduler of that facility.		Maintenance Director Principal	All staff will be aware of building activities and use, Maintenance Director will ensure buildings are maintained for activities.			
 = Accomplished  = No Progress  = Discontinue						

Goal 1: Bushland Middle School will provide a safe environment for all stakeholders.

Performance Objective 3: Cover and reinforce internet safety, online privacy, cyber-bullying, online relationships, and media literacy.

Evaluation Data Source(s) 3: Stop-it, discipline referrals, lesson plans, R4G

Summative Evaluation 3:

Next Year's Recommendation 3: Provide requested materials

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Train teachers and staff on implementation of curriculum on digital citizenship.		Principal	Faculty and students will have an understanding of digital citizenship and tools to refer to in maintaining a positive digital culture.			
Funding Sources: Local Funds - 0.00						
 = Accomplished  = No Progress  = Discontinue						

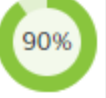
Goal 1: Bushland Middle School will provide a safe environment for all stakeholders.

Performance Objective 4: provide a safe and healthy learning environment for all students.

Evaluation Data Source(s) 4: Stop-IT reports, office referrals, counselor referrals

Summative Evaluation 4: Met Performance Objective

Next Year's Recommendation 4: Focus on emotional support due to state of society

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Counseling opportunities will be provided to students related to mental health, suicide prevention, violence prevention/intervention, positive conflict resolution, bullying, dealing with death, child abuse, harassment training, and dating violence as appropriate.		Principals Counselors	All students will have a safe and healthy learning environment.			
	Funding Sources: Local Funds - 0.00					
2) Teachers, students, group leaders, and administrators will refer to Social Contracts, created by students.		Principals Teachers Leaders Students	Learning environments for all stakeholders, most importantly students, will be safe and healthy			
 = Accomplished  = No Progress  = Discontinue						

Goal 1: Bushland Middle School will provide a safe environment for all stakeholders.

Performance Objective 5: Follow the District and Campus Emergency Operations Plan.

Evaluation Data Source(s) 5: Emergency Operations Plan, campus drills, tabletop situations

Summative Evaluation 5:

Next Year's Recommendation 5: Schedule drills before school starts, work/train with "EOP buddy"

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Schedule all required drills for the school year, perform all drills for campus, and reflect on feedback from the drills.		School Resource Officer Principals	All drills will be seamless and the campus will be prepared for emergency situations.			
Funding Sources: Local Funds - 0.00						
 = Accomplished  = No Progress  = Discontinue						

Goal 2: Bushland Middle School will continually raise the bar to meet the needs of our students.

Performance Objective 1: Increase the percentage on STAAR for all subjects and grade levels to at least 30% Mastery, 60% Meets, and 90% Approaches.

Evaluation Data Source(s) 1: Data Room, STAAR scores, TAPR

Summative Evaluation 1: Met Performance Objective

Next Year's Recommendation 1: Keep percentage goals

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Provide professional development for staff on data disaggregation in DMAC and NWEA		Principals Department and grade level leaders	Teachers will identify learning levels of students and create plans for interventions, supported by administration.			
2) Identify student learning levels and provide instructional intervention for all students to meet the next level on STAAR.		Principal	STAAR category results: 30% at Masters 60% at Meets 90% at Approaches			
 = Accomplished  = No Progress  = Discontinue						

Goal 2: Bushland Middle School will continually raise the bar to meet the needs of our students.

Performance Objective 2: Actively recruit and retain highly effective personnel in all staff positions.

Evaluation Data Source(s) 2: Talent Ed, T-TESS,

Summative Evaluation 2: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Recruit, support, and retain teachers Research and pursue the best candidates for each open staff position to be filled.		Principals	All staff positions will be filled with highly effective personnel that build strong academic and extra-curricular programs.			
Funding Sources: Local Funds - 0.00						
2) Ensure all teachers meet certification requirements and all paraprofessionals meet highly qualified requirements.		Principals	All instructional staff are highly effective.			
Funding Sources: Local Funds - 0.00						
3) Provide staff development, planning time, and opportunities to align curriculum across grade levels.		Principals PLC Leaders	Increased scores, increased moral, increased peer support and relationships			
 = Accomplished  = No Progress  = Discontinue						

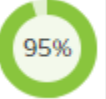
Goal 2: Bushland Middle School will continually raise the bar to meet the needs of our students.

Performance Objective 3: Implement Professional Learning Communities with fidelity that focus on increasing student achievement.

Evaluation Data Source(s) 3: PLC agendas, PLC minutes, PLC observations, Data Rooms

Summative Evaluation 3: Significant progress made toward meeting Performance Objective

Next Year's Recommendation 3: Continue detailing instruction based off of data and improving PLC usage of time

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Use Data Rooms to dis-aggregate achievement data and adjust instruction for increased student achievement.	2.4, 2.5, 2.6	Principals PLC department and grade level leaders.	Instructional needs of individual students are met, and achievement will increase.			
2) PLC roles will be set: Time keeper Facilitator Reporter Liaison		Principal Facilitator	Productive PLC time Individualized differentiation based on student need Cross curricular planning aligned curriculum			
 = Accomplished  = No Progress  = Discontinue						

Goal 2: Bushland Middle School will continually raise the bar to meet the needs of our students.

Performance Objective 4: Ensure that staff receive staff development, that staff development is relevant, and that staff development is implemented with fidelity.

Evaluation Data Source(s) 4: Staff report on staff development, T-TESS

Summative Evaluation 4: Significant progress made toward meeting Performance Objective

Next Year's Recommendation 4: Use this years survey to create staff development for whole group. Complete T-TESS observations in fall to take advantage of spring trainings.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Perform a comprehensive needs assessment with staff to identify areas for staff development as a whole.		Principals	Staff development will be scheduled based on needs identified as a whole.			
2) During T-TESS meetings discuss and suggest appropriate staff development to refine and/or reinforce based on the observation of the teacher.		Principals	Improve planning, instruction, the learning environment, and professional practices and responsibilities so that the refinement of each teacher's craft leads to improved student performance.			
 = Accomplished  = No Progress  = Discontinue						

Goal 2: Bushland Middle School will continually raise the bar to meet the needs of our students.

Performance Objective 5: Exceed state accountability rating target in the domains of student achievement, school progress, and closing the gaps.

Evaluation Data Source(s) 5: Accountability ratings, STAAR scores, CCMR indicators, performance of different student groups on STARR

Summative Evaluation 5: Some progress made toward meeting Performance Objective

Next Year's Recommendation 5: Meeting with 4th and 9th grade teachers to further adjust instruction and detail alignment

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Administer quick checks and MAP Growth assessments to identify student mastery of TEKS.		Principals	Adjust instruction based on data to ensure mastery of TEKS.			
2) Provide intervention for students based on progress monitoring data to achieve Approaches, Meets, and Masters grade level on STAAR.		Principals	30% Mastery 60% Meets 90% Approaches A rating for state accountability			
3) PLC with 4th grade and 9th grade teachers to review data and align curriculum.			Increased STAAR scores. Standards tested in upper grade levels will be targeted at the taught grade level.			
 = Accomplished  = No Progress  = Discontinue						

Goal 2: Bushland Middle School will continually raise the bar to meet the needs of our students.

Performance Objective 6: Implement drop-out prevention strategies for at-risk students.

Evaluation Data Source(s) 6: Attendance rate

Summative Evaluation 6: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Provide attendance incentives, increase attendance awareness, and communicate with parents about attendance.		Principals	97% or higher attendance rate Create an attendance expectation early in school career.			
 = Accomplished  = No Progress  = Discontinue						

Goal 3: Bushland Middle School will continue to strengthen relationships based on our core values of faith, unity, integrity, scholarship, leadership, and work ethics.

Performance Objective 1: Provide multiple platforms of communication for our community

Evaluation Data Source(s) 1: Webpage, Parent Portal, campus calendar, School Messenger, emails, call logs, parent conferences, social media posts

Summative Evaluation 1:

Next Year's Recommendation 1: Continue

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Provide frequent communication with parents via updated web pages, parent portal, emails, calls home, conferences, and social media.		Principals	Parents are well informed of school events and information.			
 = Accomplished  = No Progress  = Discontinue						

Goal 3: Bushland Middle School will continue to strengthen relationships based on our core values of faith, unity, integrity, scholarship, leadership, and work ethics.

Performance Objective 2: Provide updated calendars and staff webpages.

Evaluation Data Source(s) 2: Calendar, staff webpages

Summative Evaluation 2: Significant progress made toward meeting Performance Objective

Next Year's Recommendation 2: Continue

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Campus staff will update calendars and web-pages frequently.		Principals	Parents can find up-to-date information about their student's classes and school events.			
 = Accomplished  = No Progress  = Discontinue						

Goal 3: Bushland Middle School will continue to strengthen relationships based on our core values of faith, unity, integrity, scholarship, leadership, and work ethics.

Performance Objective 3: Provide transparency to the community on academics, and school happenings.

Evaluation Data Source(s) 3: Academic reports, website, social media

Summative Evaluation 3: Significant progress made toward meeting Performance Objective

Next Year's Recommendation 3: Continue

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Highlight events, results, and student performances on social media accounts.		Principals	Parents and community are informed about campus happenings.			
 = Accomplished  = No Progress  = Discontinue						

Goal 3: Bushland Middle School will continue to strengthen relationships based on our core values of faith, unity, integrity, scholarship, leadership, and work ethics.

Performance Objective 4: Increase opportunities for involvement with the community.

Evaluation Data Source(s) 4: Committee rosters, service projects, community involvement events.

Summative Evaluation 4:

Next Year's Recommendation 4: Continue

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	June
1) Increase opportunities for students and staff to be involved in the community.		Principals	The community and campuses build strong relationships.			
2) Increase opportunities for parents and the community to be involved on the campuses.		Principals	The community and campuses build strong relationships.			
 = Accomplished  = No Progress  = Discontinue						

Campus Leadership Team

Committee Role	Name	Position
Administrator	Jessica Garrett	Principal
Classroom Teacher	Suzy Howsmon	5th grade ELA
Classroom Teacher	Josh Reynolds	Athletic Coordinator, Boys Athletics, PE
Classroom Teacher	Chuck Tiemann	6th grade Math
Classroom Teacher	Mika Ostler	7th grade Technology Applications
Classroom Teacher	Stephanie Fauss	Choir Director
Classroom Teacher	Madyson Lane	8th grade Science, Girls Athletics
District-level Professional	Terri Moss	Special Education Director
District-level Professional	Cymarron Martinez	LSSP
Non-classroom Professional	Leslee Thrower	Inclusion
Parent	Joan Bogan	Parent
Parent	Cindy Cummings	Parent
Community Representative	Jessica Rueda	Assistant Branch Manager - Education Credit Union
Business Representative	Misty Berryman	Business Manager
Business Representative	Jerry Billington	West Texas Utility Contractors Inc., Owner

Campus Funding Summary

Local Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	1			\$0.00
1	4	1			\$0.00
1	5	1			\$0.00
2	2	1			\$0.00
2	2	2			\$0.00
Sub-Total					\$0.00
Grand Total					\$0.00