

Midlothian Independent School District

Frank Seale Middle School

2021-2022 Campus Improvement Plan



Mission Statement

Frank Seale Middle School is committed to meeting the needs of all students by recognizing the physical, social and emotional requirements that are unique to the middle school student while maintaining the highest possible academic standards in an environment that is safe, inviting, and conducive to learning.

Vision

Frank Seale Middle School.... inspiring excellence today to change the world tomorrow.

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Comprehensive Needs Assessment

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
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements
- Covid-19 Factors and/or waivers

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Targeted support Identification data
- Accountability Distinction Designations
- Federal Report Card Data
- RDA data
- Alternative Education Accountability (AEA) data
- Local Accountability Systems (LAS) data

Student Data: Assessments

- (STAAR) current and longitudinal results, including all versions
- 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
- STAAR EL progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- PSAT
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Compass Learning accelerated reading assessment data for Grades 6-8 (TEA approved statewide license)
- Student failure and/or retention rates
- 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, progress, 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, gender, etc.
- 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
- Discipline records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- 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

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices








Goals

Revised/Approved: November 15, 2021

Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 1: Design, develop and support aligned K-12 curriculum, providing challenging academic content standards and aligned academic achievement standards shown through an increase of 2 percentage points in Accomplished or Higher in each domain, planning and instruction.

Evaluation Data Sources: TTESS M*Powered Domain 1 and 2 data

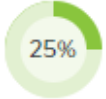




Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide student choice in demonstrating evidence of learning in all core content. 1.5 digital activities, materials and assessments 2.6 student ownership</p> <p>Strategy's Expected Result/Impact: 25% of teachers will score in Accomplished or Higher in each domain, planning and instruction. Staff Responsible for Monitoring: Principals and teachers and iCoach</p>	Formative		
	Dec	Mar	June
			
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Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 2: Provide professional development in the implementation of a PK-12 aligned curriculum as measured by the growth of students on universal screeners and STAAR with 80% of students showing growth.

HB3 Goal

Evaluation Data Sources: Amplify K-1, Istation/Imagine Math 2-5, Elem students in T3 on MAP, secondary students on MAP






Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers will plan collaboratively and use program data (MAP Testing and Interim Assessment) to design aligned lessons during weekly planning meetings. Teachers will use data to plan targeted intervention and enrichment activities for W.I.N. time and group students flexibly to ensure individual student needs and strengths are addressed. *Progress Monitoring</p> <p>Strategy's Expected Result/Impact: 80% Growth</p> <p>Staff Responsible for Monitoring: Principals, iCoach, Department Leads, AI Specialist and teacher</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative		
	Dec	Mar	June
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 3: Provide interim /district assessments which will increase Meets on STAAR by at least 7 percentage points in all content areas from STAAR 2021.

HB3 Goal

Evaluation Data Sources: Eduphoria!






Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teacher will utilize the results of the Interim/district assessments to design targeted strategies to close gaps.</p> <p>Strategy's Expected Result/Impact: 7% Increase in Meets Standard for tested areas</p> <p>Staff Responsible for Monitoring: Principal, Teacher</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 4: Provide students opportunities to reach their unlimited potential through collaboration, creativity, critical thinking and communication within the K-12 aligned curriculum with an increase in the Brightbyte data in the Teacher and Student area of the 4 C's by 5 scaled points at the end of 2021-2022 school year.

HB3 Goal

Evaluation Data Sources: BrightByte Data

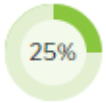




Strategy 1 Details	Formative Reviews		
<p>Strategy 1: iCoach will provide weekly support through collaboration with teachers on lesson design to include the 4Cs.</p> <p>Strategy's Expected Result/Impact: Increase Brightbyte data by at least 5 scaled points.</p> <p>Staff Responsible for Monitoring: Principals and iCoach</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 5: Support excellence through purpose by providing intentional application of high yield learning strategies for the growth of all students with a decrease of students requiring tiered or AI services by 10%.

HB3 Goal

Evaluation Data Sources: Frontline Tier data
AI progress monitoring/STAAR/MAP






Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers have access to all resources to teach all TIERED students and will incorporate the lead4ward high yield strategies in lesson designs.</p> <p>Strategy's Expected Result/Impact: Decrease of students requiring tiered or AI services by 10%.</p> <p>Staff Responsible for Monitoring: Principals, Teachers, iCoach, AI admin.</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
			
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Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 6: Increase the participation and achievement of students in Advanced Academics with an increase of 2 percentage points in the enrollment of students in AP, Dual Credit, and 8th Grade Algebra I, as well as increase in CCMR by 2 percentage points.

HB3 Goal

Evaluation Data Sources: Increase of students in advanced academic courses
Increase in CCMR accountability






Strategy 1 Details	Formative Reviews		
Strategy 1: Increase the number of students in AVID taking 1 or more Honors level course. Strategy's Expected Result/Impact: 2% increase in Honors level course enrollment Staff Responsible for Monitoring: Principals, AVID Coordinator, Counselors	Formative		
	Dec	Mar	June
	 0%		
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 7: Increase special education students' gain score by 5 percentage points on STAAR for each content area subject test.

HB3 Goal

Evaluation Data Sources: STAAR 2022 data by content area , MAP 2022 data






Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers will use assessment data to plan targeted intervention and enrichment activities during WIN time.</p> <p>Strategy's Expected Result/Impact: Increase special education students' gain score by 5 percentage points on STAAR for each content area subject test.</p> <p>Staff Responsible for Monitoring: AI, SPED Teachers, Principals</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
			
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Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 8: Increase Emergent Bilingual Total EL Academic Growth Score in reading and math by 10 percentage points on STAAR assessments by May 2022.

HB3 Goal

Evaluation Data Sources: STAAR 2022 LEP data by content, MAP Growth 2021-22 data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The Emergent Bilingual Teacher and General Education Teachers will use assessment data to plan targeted intervention for our Emergent Bilingual students.</p> <p>Strategy's Expected Result/Impact: 10 percentage points in each content area on STAAR.</p> <p>Staff Responsible for Monitoring: ESL Teacher, Teacher, AI</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
			
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Goal 2: Develop a comprehensive staffing plan to foster innovation, effective communication and a high performing culture throughout the district.








Performance Objective 1: Develop and execute a high level recruitment plan by maintaining a 90% or above overall market value (using the TASB comparison group) of employee salaries as measured by TASB.

Evaluation Data Sources: Yearly TASB Salary Study

Goal 2: Develop a comprehensive staffing plan to foster innovation, effective communication and a high performing culture throughout the district.

Performance Objective 2: Identify and provide support systems needed to increase staff attendance and retain quality staff as measured by the district survey with a 2% increase in employee satisfaction.






Evaluation Data Sources: District Staff Survey

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: New teachers on campus will participate in the mentorship program and also in the FSMS monthly "new" staff meetings with campus mentor teachers.</p> <p>Strategy's Expected Result/Impact: 2% increase in employee satisfaction</p> <p>Staff Responsible for Monitoring: Principal, Mentors</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Develop a comprehensive staffing plan to foster innovation, effective communication and a high performing culture throughout the district.

Performance Objective 3: Design and facilitate opportunities to build leadership capacity in staff as seen through survey feedback with a 2% increase in satisfaction of all participants in leadership opportunities.








Evaluation Data Sources: AP Academy Survey
 MALA Survey
 Any additional Leadership type academies or programs

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Staff will lead professional development on campus.</p> <p>Strategy's Expected Result/Impact: 2% increase in employee satisfaction</p> <p>Staff Responsible for Monitoring: 2% increase in employee satisfaction</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 3: Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.

Performance Objective 1: Enhance success for all students by supporting their social and emotional development in a variety of coordinated efforts to honor relationships and celebrate the power of diversity which is measured by an increase in 3 out of the 5 competencies from the personal skills survey.








Evaluation Data Sources: Survey Results

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The counselors will provide professional development for the staff on SEL and restorative practices. The teachers will in turn hold weekly circle time with their class on Friday's.</p> <p>Strategy's Expected Result/Impact: increase in 3 out of the 5 competencies from the personal skills survey.</p> <p>Staff Responsible for Monitoring: Counselors, Teachers, Principals</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
			
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Goal 3: Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.

Performance Objective 2: Develop and execute a safety and security plan at the district and campus levels as measured by an increase of 5% in positive responses to safety and security survey questions.








Evaluation Data Sources: District Staff Feedback (Survey)
 District Parent Feedback (Survey)
 District Student Feedback (Survey)

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Utilize See It, Hear It, Stop It to allow students to report bullying incidents anonymously.</p> <p>The campus crisis plan outlines all policies and procedures in case of emergency. The campus will conduct routine safety drills throughout the year.</p> <p>Strategy's Expected Result/Impact: 5% in positive responses to safety and security survey questions</p> <p>Staff Responsible for Monitoring: Administrators</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.

Performance Objective 3: Provide professional development and prevention programming for best practices for prevention and management outlined in state guidelines.






Evaluation Data Sources: Prevention programs implemented on campuses reflected by the number of students in attendance.

Strategy 1 Details	Formative Reviews		
Strategy 1: Implement prevention management assemblies through AIM for Success. Strategy's Expected Result/Impact: Prevention Management Staff Responsible for Monitoring: Counselors ESF Levers: Lever 3: Positive School Culture	Formative		
	Dec	Mar	June
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 3: Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.

Performance Objective 4: Increase enrollment of AVID program by 2%






Evaluation Data Sources: Enrollment in AVID programs

Strategy 1 Details	Formative Reviews		
Strategy 1: Utilize teachers to identify students that would benefit from enrollment in our AVID program. Strategy's Expected Result/Impact: 2% increase in enrollment Staff Responsible for Monitoring: Teachers, Counselors, principals	Formative		
	Dec	Mar	June
	 0%		
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.






Performance Objective 5: Implementation of active Diversity Council to celebrate the power of diversity, as listed in the District's cultural tenets.

Evaluation Data Sources: Diversity Council feedback

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Recognize cultures and holidays each month literature, library lessons, information posted on the website and announcements shared.</p> <p>Strategy's Expected Result/Impact: Greater awareness and recognition of our student's diverse backgrounds</p> <p>Staff Responsible for Monitoring: Principals, LMS, Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			






Goal 4: Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.

Performance Objective 1: Develop a comprehensive facilities plan to guide financial decisions related to future site acquisitions, new construction, and renovation of existing facilities with 100% within or under budget.

Strategy 1 Details	Formative Reviews		
Strategy 1: Meet annually with site based committee to consider future campus and furniture needs. Strategy's Expected Result/Impact: Remain up to date and prepared for future needs Staff Responsible for Monitoring: Admin	Formative		
	Dec	Mar	June
	 0%		
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.

Performance Objective 2: Develop a budgeting process to guide financial decisions related to instructional design and engagement resulting in a 1% reduction in cross-function transfers and a fund balance percentage above 30% (exclusive of the amount of the TIRZ transfer).

Strategy 1 Details	Formative Reviews		
Strategy 1: Develop budget and align financial expenditures to campus goals Strategy's Expected Result/Impact: Zero cross function needs Staff Responsible for Monitoring: Principal	Formative		
	Dec	Mar	June
	 0%		
 No Progress  Accomplished  Continue/Modify  Discontinue			






Goal 4: Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.

Performance Objective 3: Receive a Superior Rating on the Financial Integrity Reporting System of Texas (the FIRST accountability system).

Goal 5: Provide support and resources to cultivate customization and personalization through blended learning opportunities.

Performance Objective 1: Deliver a structured professional development plan to support curriculum and technology integration with an increase of 2% of teachers believe the professional development increased the effectiveness of their teaching and learning.

Evaluation Data Sources: Anonymous feedback data on all district PD

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide structured, timely professional development through iPlan Days, Campus Professional Development, Reading Apprenticeship, PLC, GL Instructional Meetings, Lead4Ward Trainings</p> <p>Strategy's Expected Result/Impact: increase of 2% of teachers believing the professional development increased the effectiveness of their teaching and learning.</p> <p>Staff Responsible for Monitoring: Principals, Lead Teachers, iCoach</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
			
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Goal 5: Provide support and resources to cultivate customization and personalization through blended learning opportunities.









Performance Objective 2: Provide systems to maximize digital resources for MISD students and staff with a goal to resolve 75% of issues within 24 hours.

Goal 5: Provide support and resources to cultivate customization and personalization through blended learning opportunities.

Performance Objective 3: Develop and implement a plan for the lifecycle of technology resources (e.g. network and physical security infrastructure, end user devices, and software) to anticipate future needs, inform the district budget and future bond referendums to support district goals and standards.

Goal 6: Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.

Performance Objective 1: Promote MISD cultural tenants in our community by highlighting at least four best practices a month aligned with our cultural tenants.








Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Cub News promotes where to go to find news, and highlight cultural tenants on announcements. Strategy's Expected Result/Impact: Highlight our cultural tenants and best practices Staff Responsible for Monitoring: Administrators, LMS, Cub News Teacher, ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Cubs STAR Students Strategy's Expected Result/Impact: Highlight our Cultural Tenants through positive student behavior. Staff Responsible for Monitoring: Administrators, Counselors, Teachers</p>	Formative		
	Dec	Mar	June
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 6: Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.

Performance Objective 2: Be aware and collaborate with campuses by meeting with a campus principal twice a month and have weekly campus visits by department staff members.








Goal 6: Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.

Performance Objective 3: Manage district website to communicate best with our school community in the most accessible and organized manner through training of all staff who manage website content, by checking and maintaining 100% website compliance, and by improving 2 methods of website accessibility.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Maintain up-to-date campus website, Facebook, Twitter and Insta-Gram accounts.</p> <p>Strategy's Expected Result/Impact: Positive feedback on consistent communication as measured on district survey will increase.</p> <p>Staff Responsible for Monitoring: LMS, Administrators</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 6: Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.

Performance Objective 4: Communicate with the MISD community on a weekly basis to keep information flowing from the district to community members in order to develop trust and transparency.

Strategy 1 Details	Formative Reviews		
Strategy 1: At the end of each week, the campus newsletter, Cub News, will be emailed to our families and students. Our community will be able to view the Cub News through Twitter, Insta-Gram and Facebook. The Cub News will highlight FSMS and district happenings.	Formative		
	Dec	Mar	June
			
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State Compensatory

Budget for Frank Seale Middle School

Total SCE Funds:

Total FTEs Funded by SCE: 3.07

Brief Description of SCE Services and/or Programs

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Personnel for Frank Seale Middle School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Adaway, Justin	Teacher	0.17
Hoff, Eric	LPC	0.4
Jones, Debora	Paraprofessional	1
Kinikin, Brandi	Paraprofessional	1
Robertson, Lindsay	Teacher	0.25
Smith, Susan	Paraprofessional	0.25

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Cervantes, Christina	Teacher	Title I Reading and Math Rti	.83
Kinikin, Brandi	Paraprofessional	Title I Intervention	1

Addendums