

# Spring Branch Independent School District

## Memorial Middle School

### 2022-2023 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.

## Core Characteristics of a T-2-4 Ready Graduate

**Academically Prepared:** Every Child finds joy in learning, has a learner's mindset and is motivated and equipped with the knowledge, skills and competencies to succeed in life.

**Ethical & Service-Minded:** Every Child acts with integrity, is personally responsible for their actions and is a civically-engaged community member.

**Empathetic & Self-Aware:** Every Child appreciates differences, forms secure relationships and cares for their own and others' emotional, mental and physical health.

**Persistent & Adaptable:** Every Child is fueled by their own passions, interests and goals and perseveres with confidence and courage.

**Resourceful Problem-Solver:** Every Child thinks critically and creatively and applies knowledge to find and solve problems.

**Communicator & Collaborator:** Every Child skillfully conveys thoughts, ideas, knowledge and information and is a receptive and responsive listener.

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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

# Goals

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





**Performance Objective 1: ACHIEVEMENT:** By June 2023, Memorial Middle School will increase student performance on STAAR Grades 6-8 exams in reading and math by at least 3% at approaches performance level and 5% at meets and masters performance level.

2021-22: Reading: 95% (approaches), 82% (meets), 61% (masters); Math: 97% (approaches), 87% (meets), 63% (masters)

2020-21: Reading: 90% (approaches), 70% (meets), 43% (masters); Math: 95% (approaches), 82% (meets), 53% (masters)

**Evaluation Data Sources:** State Accountability Report Domain 1 (available mid-August)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Common planning periods for grade level subject teams.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased number of students performing at post-secondary-ready levels on local and national assessments</p> <p><b>Staff Responsible for Monitoring:</b> Admin, teachers DCs Team Leaders District Curriculum Directors</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Humanities training throughout the school year for teams.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased number of students performing at post-secondary-ready levels on local and national assessments</p> <p><b>Staff Responsible for Monitoring:</b> Admin, teachers DCs Team Leaders District Curriculum Directors</p>	Formative			Summative
	Oct	Jan	Apr	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement PLC process by tracking standards with core team on the dashboard <b>Strategy's Expected Result/Impact:</b> Collaborative Teams <b>Staff Responsible for Monitoring:</b> Admin Teachers Core Department Chairs Solution Tree Consultant  <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				







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

**Performance Objective 2: STUDENT GROWTH:** Memorial Middle School will increase the % of students demonstrating progress in reading and math by 5% points or more on MOY MAP and by 5% points year over year on STAAR Progress.

2021-22: Reading - 53% met CGI; Math - 54% met CGI; 83% of STAAR Progress (Baseline Year)

**Evaluation Data Sources:** BOY to MOY MAP Reports Grades 6-8  
 Year over year STAAR progress Grades 6-8 (Campus Accountability Report, Domain 2A component score available in August)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Administers Reading MAP in all grades Administer Math MAP in all grades Disaggregate data/Administrative data dive <b>Strategy's Expected Result/Impact:</b> CGI increased by 5% <b>Staff Responsible for Monitoring:</b> Admin DCs Teachers  <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Study Skills class for all 6th grade students; campus created curriculum <b>Strategy's Expected Result/Impact:</b> CGI increased by 5% <b>Staff Responsible for Monitoring:</b> Admin DCs Teachers  <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Apr	June
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**Goal 1: STUDENT ACHIEVEMENT.** Memorial Middle School students will master rigorous academic standards to ensure college and career readiness.

**Performance Objective 3: ADVANCED COURSES:** Increase the number of students enrolled in advanced courses.

Fall 2022: 1,121 students enrolled in one or more advanced courses

Fall 2021: 1,172 students enrolled in one or more advanced courses

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





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will have open access to advanced courses.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased enrollment in advanced courses</p> <p><b>Staff Responsible for Monitoring:</b> DCs Counselors</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Apr	June
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**Goal 1: STUDENT ACHIEVEMENT.** Memorial Middle School students will master rigorous academic standards to ensure college and career readiness.

**Performance Objective 4: ENGLISH LANGUAGE ACQUISITION PROGRESS:** By June 2023, the rate of Emergent Bilingual/English Learners increasing at least one Composite Score level will increase by 5 percentage points or  $\geq$  to 80%.

2021-22: TELPAS Progress Rate 59% (Based on completed TELPAS administrations in both 2021 and 2022.)





**Evaluation Data Sources:** State Accountability Report Domain 3

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hire two tutors to support the ELL program and provide individual/small group intervention. <b>Strategy's Expected Result/Impact:</b> Increased language acquisition and dismissal from LEP. <b>Staff Responsible for Monitoring:</b> LEP ELL Teachers Administration  <b>ESF Levers:</b> Lever 5: Effective Instruction	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Math and Science Departments in TRTW Cohort <b>Strategy's Expected Result/Impact:</b> Increased language acquisition and dismissal from LEP. <b>Staff Responsible for Monitoring:</b> LEP ELL Teachers/Department Administration  <b>ESF Levers:</b> Lever 5: Effective Instruction	<b>Formative</b>			<b>Summative</b>
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**Goal 2: STUDENT SUPPORT.** Memorial Middle School students will benefit from multi-tiered systems of support.

**Performance Objective 1: INTERVENTIONS:** By June 2023, Memorial Middle School will implement TIER II interventions with students identified as needing additional supports in reading and/or math.





**Evaluation Data Sources:** MAP

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Include Reading and Math lab courses in the master schedule for all grade levels. <b>Strategy's Expected Result/Impact:</b> Students meeting STAAR expectations <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize the CAIS to monitor 504 and RTI student performance through data dives. <b>Strategy's Expected Result/Impact:</b> Students meeting STAAR expectations <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
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**Goal 2: STUDENT SUPPORT.** Memorial Middle School students will benefit from multi-tiered systems of support.

**Performance Objective 2: EIGHTH GRADE PLANNING:** 100% of 8th graders at Memorial 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

Strategy 1 Details	Reviews			
<p><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</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><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</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><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</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><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</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
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**Goal 2: STUDENT SUPPORT.** Memorial Middle School students will benefit from multi-tiered systems of support.

**Performance Objective 3: CORE CHARACTERISTICS OF A T-2-4 READY GRADUATE:** By June 2023, Memorial Middle School will implement at least three strategies that advance the focus on Core Characteristics for every child.





**Evaluation Data Sources:** Campus calendar and newsletters

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> International Committee Welcome Tea and Tour by NJHS on August 12, 2022 <b>Strategy's Expected Result/Impact:</b> New students to the campus will be welcomed, as will their parents, to ensure a successful start to the school year. <b>Staff Responsible for Monitoring:</b> Administration	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> International Festival held on January 6, 2023 during the school day. <b>Strategy's Expected Result/Impact:</b> Students will better understand world cultures and the diversity of the campus. <b>Staff Responsible for Monitoring:</b> Administration	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Plan and implement lessons or school-wide announcements/experiences supporting each of the three strategies. <b>Strategy's Expected Result/Impact:</b> Provide for the development of Core Characteristics in every child. <b>Staff Responsible for Monitoring:</b> Admin, ILT and Counselors.	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
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**Goal 3: SAFE SCHOOLS.** Memorial Middle School will ensure a safe and orderly environment.

**Performance Objective 1: SAFE SCHOOL ENVIRONMENT:** Align academic, behavior, and discipline systems to support a safe campus culture and maximize student learning.





**Evaluation Data Sources:** Discipline Data Dashboard, Review effectiveness of Behavior Intervention Plans

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct Eagle Camp and help students understand the campus procedures.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will help keep MMS safe</p> <p><b>Staff Responsible for Monitoring:</b> Administration Teachers</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
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**Goal 3: SAFE SCHOOLS.** Memorial Middle School will ensure a safe and orderly environment.

**Performance Objective 2: SAFETY COMMITTEE:** Strengthen school safety by establishing and conducting Campus Safety Committee reviews throughout the school year.

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





Strategy 1 Details	Reviews			
<p><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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2: HARRIS COUNTY DEPARTMENT OF EDUCATION:</b> Participate in the Harris County Department of Education (HCDE) campus safety audit.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus will develop action plans to address any deficiencies as a result of safety audits.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators Safety Committee</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
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**Goal 3: SAFE SCHOOLS.** Memorial Middle School will ensure a safe and orderly environment.

**Performance Objective 3: EMERGENCY OPERATIONS:** Maintain Campus Emergency Operations Procedures that comply with SB 11, and include Standard Operating Procedures.





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

Strategy 1 Details	Reviews			
<p><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.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus EOP turned in and filed by September 1st.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2: EMERGENCY OPERATIONS PROCEDURES:</b> Update campus EOP annually and train staff at the start of each school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus procedures maintained in campus EOP. Staff training documents maintained. EOPs submitted by September 1.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators Safety Committee</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
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**Goal 4: FISCAL RESPONSIBILITY.** Memorial Middle School will ensure efficient and effective fiscal management of resources and operations.

**Performance Objective 1: FINANCIAL MANAGEMENT:** Maintain high quality financial management practices.

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

Strategy 1 Details	Reviews			
<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	Formative			Summative
	Oct	Jan	Apr	June
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