

New Braunfels Independent School District

New Braunfels Middle School

2023-2024 Campus Improvement Plan



Board Approval Date: November 13, 2023

Mission Statement

Engage. Empower. Learn.

Vision

Every Student. Every Day.

Core Beliefs

Rooted in history, building a legacy, and growing toward the future		
Belief	Behaviors	Outcome
Passion for Growth	Embrace challenges Adapt and adjust Get better everyday	Be the Best Version of You
Power of the Team	Invest time to listen, care, and connect Make each other better Think we not me	Stronger Together
Pride of New Braunfels	Everyone matters High expectations Act with purpose	Ready for Tomorrow

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Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

NBMS engages with a variety of stakeholders in the development of the Comprehensive Needs Assessment. Academic achievement is collected from STAAR/TELPAS assessments. TAPR report is used to analyze demographic information on students and staff. Parent/Staff/Student surveys were distributed electronically and data used to analyze processes, procedures, and perceptions across the district. Each stakeholder is a part of a collaborative process to ascertain the strengths and needs of the district, to evaluate prior year program results, and to consider the best use of program funds for the upcoming school year. The Campus Improvement Committee met on May 27, 2022, at NBMS to initially review data and begin the Comprehensive Needs Assessment and a draft CIP was developed based on strengths and weaknesses determined by the committee. Because STAAR data was not available at that time the committee will meet again in August 2022 to complete the CNA and finalize the CIP. The committee will meet two times during the year to check progress and then at the end of the year to evaluate program results. Recommendations for adjustments may be made to improve the program throughout the school year.

Once approved by the Board of Trustees, the Campus Improvement Plan, in English and Spanish, will be linked to the [NBISD website](#). A hard copy is available at the campus. The Campus Parent and Family Engagement Policy in English and Spanish can also be found on the NBISD website. If another language is needed, please contact the campus for assistance.

Demographics

Demographics Summary

NBMS is one of two middle schools in NBISD. The district is located in New Braunfels, Texas, a city housing nearly 85,000 residents. Our campus serves almost 1,300 children of a diverse student body. 44.98% of our students are eligible for free or reduced meals while 42.2% of our students are considered at-risk. 16.93% of our students qualify for Special Education services and nearly 11.19% of students are in the ESL program. We have 15.57% of our students qualify for 504 services. The NBMS staff is comprised of roughly 120 employees of various experiences and backgrounds.

Demographics Strengths

We have parent/guardian/family support and involvement in all school activities and events. Despite our climbing low socio-economic population, support of academics and extra-curricular activities remains strong.

Our campus diversity allows unlimited opportunities for students to interact socially with others of various backgrounds preparing them for a diverse world outside of school.

Despite enrollment growth over the last four years, nearly 25% increase since from 2015-2016, our campus continues to find ways in helping our diverse population succeed.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Students who are at-risk and/or receive special services perform below their peers academically. **Root Cause:** Failure to meet individualized needs of students with learning gaps and those in special programs.

Student Learning

Student Learning Summary

Results from the 2022 STAAR administration are reflected below.

Reading

6th Grade - 67%, 7th Grade - 85%, 8th Grade - 85%

Math

6th Grade - 81%, 7th Grade - 64%, 8th Grade - 76%, Alg I - 99%

Science

8th Grade - 77%

Social Studies

8th Grade - 74%

Student Learning Strengths

NBMS continues to perform above the state average in all STAAR tested areas.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: NBMS did not meet School Progress and Closing the Gaps targets for state accountability. **Root Cause:** Lack of consistency with instructional practices and individualized support in all classes.

Problem Statement 2: The student attendance rate fell below 95% for the 2022-2023 school year. **Root Cause:** Not all students are connected to a program on campus and/or enjoy coming to school.

School Processes & Programs

School Processes & Programs Summary

We focus on hiring individuals who demonstrate a positive demeanor and reflect a teamwork attitude. This has helped develop a more positive culture on campus reflective in our staff survey.

Our master schedule allows for common planning periods across each subject. Despite our growing enrollment, we have maintained this type of scheduling for instructional planning purposes.

6th through 8th grade level teachers meet regularly during common conference periods to ensure horizontal and vertical alignment.

We regularly encourage our students to participate in extra-curricular activities. This begins with our 6th graders who can enroll in "pre" athletic and spirit classes. Our Fine Arts staff also does a great job recruiting in-coming 6th graders in the latter part of each spring.

Administration makes it a point to be visible during all passing periods and lunches. In addition, they perform regular walkthroughs to not only monitor instruction but remind teachers we are available when support is needed.

School Processes & Programs Strengths

The "teamwork" atmosphere is very positive. Staff members support each other and are always willing to offer help when situations arise.

Academic and extra-curricular programs work together to support students while holding them accountable in productive ways.

In addition, we implement an EBIS team which reviews discipline data and feedback from staff regarding student behavior.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: There is a lack of consistency in implementing similar instructional practices across all contents. **Root Cause:** Turnover in staff and lack of targeted instructional coaching for all teachers.

Problem Statement 2: 926 behavior referrals were submitted during the 2022-2023 school year. **Root Cause:** Lack of consistency campus-wide with behavior expectations and staff response.

Perceptions

Perceptions Summary

At NBMS, we have developed a teamwork atmosphere. We believe every staff member is responsible for the holistic education of all students. To kick off each school year as a staff, we participate in multiple team-building activities and discuss the importance of continual collaboration to ensure regular student progress.

Our teachers do a fantastic job being available for our students every day. Most offer tutorials four days a week before and/or after school.

Students are held held to high expectations, rules and procedures are enforced consistently, teachers are supported by administration, and the overall climate at NBMS is positive - all of which are reflected in our recent staff surveys.

Perceptions Strengths

Surveyed staff reported the overall climate of the campus is positive. Faculty also reported they enjoyed working at NBMS and there is ample support from the administration and front office staff.

Surveyed students reported that teachers have high academic expectations. They also reported teachers respect students and the school provides good opportunities for them to be involved in various activities, clubs, and groups.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Not all students believe "everyone matters" according to our 2023 Student Survey. **Root Cause:** Campus-wide behavior was a concern last year resulting from a lack of consistency in behavior expectations. Additionally, we have not implemented any social skills programs campus-wide.

Problem Statement 2: Not all staff believe the work atmosphere is "positive" at NBMS according to our 2023 Staff Survey. **Root Cause:** There are no organized staff appreciation/recognition programs on campus.

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)
- 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

Student Data: Assessments

- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Local diagnostic reading assessment data
- Local benchmark or common assessments data

Student Data: Student 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
- Section 504 data
- Homeless 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
- Student surveys and/or other feedback
- School safety data

Employee Data

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- 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

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation





Goals

Goal 1: NBISD will annually increase the percentage of academic student growth. (Strategic Goal 1.1)

Performance Objective 1: Increase the percentage of students scoring Meets (from 48% to 53%) and Masters (from 18% to 26%) on all STAAR exams.

Evaluation Data Sources: MAP BOY, MOY, and EOY, District Level Assessments, Spring STAAR exams

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Group students and modify instruction utilizing the Learning Continuum reports from BOY, MOY, and EOY MAP assessments. Strategy's Expected Result/Impact: Improved student performance on STAAR exams. Staff Responsible for Monitoring: Principal Department Chairs</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide targeted instruction (based on 2023 STAAR data) during Advisory for assigned student groups. Strategy's Expected Result/Impact: Increased student success on STAAR exams. Staff Responsible for Monitoring: Principal Counselors</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Implement strategies outlined on Re-Teach/Spiral Sheets developed after DLAs and Interim Assessments. Strategy's Expected Result/Impact: Increased student success on STAAR exams. Staff Responsible for Monitoring: Principal Department Chair</p>	Formative		
	Nov	Feb	May





Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Reading intervention teachers (one being a Dyslexia interventionists) offer Target support classes, and Math intervention teachers provide in-class support based on previous year STAAR data. ESL teacher provide language intervention classes and ELLA sections. Both ESL Aides provide in-class support for our language learners.</p> <p>Strategy's Expected Result/Impact: Increase performance of At-Risk population on STAAR exams.</p> <p>Staff Responsible for Monitoring: Intervention Teachers Principal</p> <p>Funding Sources: Reading and Math Interventionists, ESL Aides - 199-PIC 24, 26, 28, 29, 30, 34 State Comp Ed (SCE) - \$262,651, Training and Supplies for MAPs Fluency - 199-PIC 24, 26, 28, 29, 30, 34 State Comp Ed (SCE) - \$2,475</p>	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Schedule CoTeach, Inclusion, and Resource class support for identified Special Education students.</p> <p>Strategy's Expected Result/Impact: Increase success of SpEd students on STAAR exams.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Funding Sources: Special Education Staff - 224 - IDEA B, SpEd - \$203,583</p>	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Utilize State Bilingual funds for testing of ESL students new to campus.</p> <p>Strategy's Expected Result/Impact: Correctly identifying and assessing EL students.</p> <p>Staff Responsible for Monitoring: ESL Teacher LPAC Coordinator</p>	Formative		
	Nov	Feb	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Utilize ESSER funds for employing additional RLA teacher to reduce class sizes in 6th and 7th Grade.</p> <p>Strategy's Expected Result/Impact: Decrease RLA class sizes and serve at-risk students.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: Teacher for Class Size Reduction - 282 - ESSER III Grant - \$82,362</p>	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 1: NBISD will annually increase the percentage of academic student growth. (Strategic Goal 1.1)

Performance Objective 2: Increase percentage of Academic Growth Summary (from 65% to 69%) on STAAR Math and Reading exams.

Evaluation Data Sources: MAP BOY, MOY, and EOY, District Level Assessments, Spring STAAR exams, lead4ward STAAR Accountability chart





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Group students and modify instruction utilizing the Learning Continuum reports from BOY, MOY, and EOY MAP assessments. Strategy's Expected Result/Impact: Improved student performance on STAAR exams. Staff Responsible for Monitoring: Principal Department Chairs</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide targeted instruction (based on 2023 STAAR data) during Advisory for assigned student groups. Strategy's Expected Result/Impact: Increased student success on STAAR exams. Staff Responsible for Monitoring: Principal Counselors</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Implement strategies outlined on Re-Teach/Spiral Sheets developed after DLAs and Interim Assessments. Strategy's Expected Result/Impact: Increased student success on STAAR exams. Staff Responsible for Monitoring: Principal Department Chair</p>	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Reading intervention teachers (one being a Dyslexia interventionists) offer Target support classes, and Math intervention teachers provide in-class support based on previous year STAAR data. ESL teacher provide language intervention classes and ELLA sections. Both ESL Aides provide in-class support for our language learners. Strategy's Expected Result/Impact: Increase performance of At-Risk population on STAAR exams. Staff Responsible for Monitoring: Intervention Teachers Principal</p> <p>Funding Sources: Reading and Math Interventionists, ESL Aides - 199-PIC 24, 26, 28, 29, 30, 34 State Comp Ed (SCE)</p>	Formative		
	Nov	Feb	May

Strategy 5 Details	Formative Reviews		
Strategy 5: Schedule CoTeach, Inclusion, and Resource class support for identified Special Education students. Strategy's Expected Result/Impact: Increase success of SpEd students on STAAR exams. Staff Responsible for Monitoring: Administration	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
Strategy 6: Utilize ESSER funds for employing additional RLA teacher to reduce class sizes in 6th and 7th Grade. Strategy's Expected Result/Impact: Decrease class sizes allowing teachers to focus attention on smaller groups. Staff Responsible for Monitoring: Principal Funding Sources: Teacher for Class Size Reduction - 282 - ESSER III Grant	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: NBISD will annually increase the percentage of students who are college and career ready. (Strategic Goal 1.2)

Performance Objective 1: Increase the number of students enrolled in High School courses from 684 to 707.





Evaluation Data Sources: Enrollment data from August 2023 and August 2024.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Create informational videos of the various high school level courses offered at NBMS. Strategy's Expected Result/Impact: Increased awareness of available course options at NBMS. Staff Responsible for Monitoring: Principal Counselors</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Invite high school groups to distribute flyers and/or host informational tables during lunches. Strategy's Expected Result/Impact: Increased awareness of offerings at NBHS and number of students requesting high school level courses. Staff Responsible for Monitoring: Principal Counselors</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Survey students to gauge interest in the various high school endorsement options. Strategy's Expected Result/Impact: Information to make decisions on future course offerings. Staff Responsible for Monitoring: Principal Counselors</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: NBISD will annually increase the percentage of students who are college and career ready. (Strategic Goal 1.2)

Performance Objective 2: Increase the number of students attending CTE showcase from 200 to 215.





Evaluation Data Sources: Sign in sheets from 2023 CTE showcase.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Advertise the CTE Showcase on campus and through parent communication leading up to the event.</p> <p>Strategy's Expected Result/Impact: Annually increase the number of students attending the showcase.</p> <p>Staff Responsible for Monitoring: Principal Counselors</p>	Formative		
	Nov	Feb	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 2: NBISD will annually increase the percentage of students who are college and career ready. (Strategic Goal 1.2)

Performance Objective 3: Develop and implement an on-campus Spring Career Fair with a minimum of 22 local businesses.





Evaluation Data Sources: Sign/in sheets and participation logs from Career Fair.

Strategy 1 Details	Formative Reviews		
Strategy 1: Invite and gain commitment from employers/businesses to run tables at Spring Career Fair Strategy's Expected Result/Impact: Annual increase of local businesses at Career Fair. Staff Responsible for Monitoring: Principal Assistant Principals	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: NBISD will develop well-rounded students that are the best versions of themselves (life ready). (Strategic Goal 1.3)

Performance Objective 1: Increase the average scale score of students responding "everyone matters" on the 2024 Student Survey from 3.87 to 3.94.





Evaluation Data Sources: Survey results

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide guidance lessons throughout the year focusing on appropriate social behavior and accepting others as themselves. Strategy's Expected Result/Impact: Creating an environment where all students feel welcome on campus. Staff Responsible for Monitoring: Principal Counselors	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Implement Unicorn Pride Card and reward program. Strategy's Expected Result/Impact: Students feeling connected and recognized for their efforts. Staff Responsible for Monitoring: All staff	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Utilize SCE funds to employ Communities in Schools counselor to support qualified students in need. Strategy's Expected Result/Impact: Increase support for at-risk students resulting in academic growth. Staff Responsible for Monitoring: Principal Funding Sources: CIS Counselor - 199-PIC 24, 26, 28, 29, 30, 34 State Comp Ed (SCE) - \$43,794	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: NBISD will develop well-rounded students that are the best versions of themselves (life ready). (Strategic Goal 1.3)

Performance Objective 2: Increase the percentage of students participating in UIL, clubs, and organizations from 71% to 78%.





Evaluation Data Sources: End of year enrollment numbers in UIL, clubs, and orgs.

Strategy 1 Details	Formative Reviews		
Strategy 1: Increase awareness of extra-curricular and club offerings during 5th, 6th, and 7th Grade course request meetings. Strategy's Expected Result/Impact: Increased number of students requesting extra-curricular courses. Staff Responsible for Monitoring: Admin Counselors Program Leads	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Create informational video of programs and clubs offered at NBMS. Strategy's Expected Result/Impact: Increased number of students requesting extra-curricular courses. Staff Responsible for Monitoring: Admin Counselors Program Leads	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: NBISD will develop well-rounded students that are the best versions of themselves (life ready). (Strategic Goal 1.3)

Performance Objective 3: Increase the percentage of students participating in community service from 12% to 16%.





Evaluation Data Sources: Log of community service events and sign in sheets.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Require extra-curricular programs to offer one community service activity during the school year for their participants.</p> <p>Strategy's Expected Result/Impact: Increased number of students participating in community service.</p> <p>Staff Responsible for Monitoring: Principal Program leads</p>	Formative		
	Nov	Feb	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 4: NBISD will annually increase the percentage of highly engaged and satisfied staff. (Strategic Goal 2.1)

Performance Objective 1: Increase the average scale score of staff responding their place of work is positive on the 2024 Staff Survey from 3.73 to 3.87.





Evaluation Data Sources: 2024 Staff Survey Results

Strategy 1 Details	Formative Reviews		
Strategy 1: Create and implement staff appreciation calendar. Strategy's Expected Result/Impact: Decrease in annual turnover rate. Staff Responsible for Monitoring: EBIS Team	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Implement Teacher Feature - Passing Period Playlist Strategy's Expected Result/Impact: Increase staff Morale Staff Responsible for Monitoring: Mrs. Arlaus	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Include "Kudos" section in campus weekly newsletter. Strategy's Expected Result/Impact: Staff feeling recognized for their efforts. Staff Responsible for Monitoring: Administration	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: NBISD will annually increase the percentage of highly engaged and satisfied staff. (Strategic Goal 2.1)

Performance Objective 2: Increase the occurrence of Framing the Lesson (from 77% to 84%), Critical Writing (from 36% to 43%), and FSGPT (from 46% to 48%) in all classrooms.





Evaluation Data Sources: Walkthrough data reports

Strategy 1 Details	Formative Reviews		
Strategy 1: Implement monthly Fundamental 5 data reviews and professional learning sessions. Strategy's Expected Result/Impact: Cohesiveness in implementing the Fundamental 5. Staff Responsible for Monitoring: Administration	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide same day feedback from Fundamental 5 classroom walkthroughs. Strategy's Expected Result/Impact: Teacher and admin awareness regarding amount of Fundamental 5 implementation. Staff Responsible for Monitoring: Campus admin	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Run coaching cycles with Core grade level teams for one instructional unit. Strategy's Expected Result/Impact: Fundamental 5 practices implemented consistency across grade levels and subjects. Staff Responsible for Monitoring: Principal Instructional Coach	Formative		
	Nov	Feb	May
<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 4: NBISD will annually increase the percentage of highly engaged and satisfied staff. (Strategic Goal 2.1)

Performance Objective 3: Increase the number of teachers participating in peer instructional rounds from 14 (2022) to 20.





Evaluation Data Sources: Spreadsheet of staff participating with dates and times

Strategy 1 Details	Formative Reviews		
Strategy 1: Create peer instructional round calendar with classroom visits beginning 2nd Quarter. Strategy's Expected Result/Impact: Get an early and effective start in rolling out the program. Staff Responsible for Monitoring: Campus admin Instructional coach	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: NBISD will annually increase the percentage of highly engaged and satisfied staff. (Strategic Goal 2.1)

Performance Objective 4: Decrease the number of student behavior referrals from 926 to 850.





Evaluation Data Sources: Quarterly behavior referral reports

Strategy 1 Details	Formative Reviews		
Strategy 1: Meet quarterly with teachers and hold staffings for students based on behavior data reviews. Strategy's Expected Result/Impact: Identifying trends to help focus behavior support. Staff Responsible for Monitoring: Campus admin EBIS Team Behavior Support Team	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: NBISD will annually increase the percentage of relationship building within the campus. (Strategic Goal 2.2)

Performance Objective 1: Have a staff attendance rate that mirrors our student attendance rate through May 23, 2024.





Evaluation Data Sources: Quarterly staff and student attendance reports

Strategy 1 Details	Formative Reviews		
Strategy 1: Implement weekly Teachercon recognition program. Strategy's Expected Result/Impact: Improved campus climate and connectedness. Staff Responsible for Monitoring: Administration	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: NBISD will annually increase the percentage of relationship building within the campus. (Strategic Goal 2.2)

Performance Objective 2: Increase the average scale score of staff responding they feel recognized from 3.25 to 3.63.





Evaluation Data Sources: 2024 Staff Survey results

Strategy 1 Details	Formative Reviews		
Strategy 1: Round all staff each semester. Strategy's Expected Result/Impact: All staff believing they have a voice on campus. Staff Responsible for Monitoring: Administration	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: NBISD will annually increase the percentage of relationship building within the campus. (Strategic Goal 2.2)

Performance Objective 3: Increase the average scale score of students responding that campus staff take time to invest, care, and connect on the 2024 Student Survey from 3.50 to 3.59.





Evaluation Data Sources: 2024 Student Survey results

Strategy 1 Details	Formative Reviews		
Strategy 1: Hold 1:1 academic discussions and issue Academic Passes every Three Week grading cycle during Advisory. Strategy's Expected Result/Impact: All students feeling connected with an adult showing direct interest in their academic performance. Staff Responsible for Monitoring: Campus admin Teachers	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 6: NBISD will annually increase the percentage of highly engaged and satisfied students, parents and community members. (Strategic Goal 3.1)

Performance Objective 1: Increase the average scale score of parents responding they are proud to have their child attend NBMS from 3.77 to 3.85.





Evaluation Data Sources: 2024 Parent Survey results

Strategy 1 Details	Formative Reviews		
Strategy 1: Utilize ParentSquare and Facebook to announce news, events, and positive campus happenings. Strategy's Expected Result/Impact: More engaged and satisfied parents. Staff Responsible for Monitoring: Principal Teachers	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Teachers and administrators document 3-4 positive parent contacts per Nine Weeks. Strategy's Expected Result/Impact: More parents believing their child is being successful at school. Staff Responsible for Monitoring: Campus admin	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Utilize SCE funds for CIP translation. Strategy's Expected Result/Impact: Connecting more parents by offering the CIP in a second language. Staff Responsible for Monitoring: Principal Funding Sources: CIP translations - 199-PIC 24, 26, 28, 29, 30, 34 State Comp Ed (SCE) - \$450	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 6: NBISD will annually increase the percentage of highly engaged and satisfied students, parents and community members. (Strategic Goal 3.1)

Performance Objective 2: Increase the average scale of parents responding "agree" to believing their child is safe at school from 3.42 to 3.59.

Evaluation Data Sources: 2024 Parent Survey results

Strategy 1 Details	Formative Reviews		
Strategy 1: Implement counselor guidance lessons and newly adopted character education program - Character Strong. Strategy's Expected Result/Impact: Improved student social interactions and behavior. Staff Responsible for Monitoring: Campus Admin Counselors	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Advertise and provide dangers of social media and substance abuse presentations. Strategy's Expected Result/Impact: Awareness to the dangers of social media and substance abuse. Staff Responsible for Monitoring: Campus admin	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

State Compensatory

Budget for New Braunfels Middle School

Total SCE Funds: \$329,360.00

Total FTEs Funded by SCE: 6

Brief Description of SCE Services and/or Programs

SCE funds will be used to pay for intervention teachers and supplies to provide support to At-Risk students. It will also fund 1 Communities in Schools FTE to provide a wrap-around approach to at-risk students that includes community resources. Additionally, it also pays for the translation of our CIP to help ensure as many families as possible have access to the information.

Personnel for New Braunfels Middle School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
A. Molina	Math Interventionist	1
A. Searcy	Reading Interventionist	1
C. Cattin	Community in Schools	1
J. Brawner	Math Interventionist	1
M. Lopez	ESL Instructional Aide	1
Y. Estrada-Rivera	ESL Instructional Aide	1

Campus Funding Summary

199-PIC 24, 26, 28, 29, 30, 34 State Comp Ed (SCE)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4	Training and Supplies for MAPs Fluency		\$2,475.00
1	1	4	Reading and Math Interventionists, ESL Aides		\$262,651.00
1	2	4	Reading and Math Interventionists, ESL Aides		\$0.00
3	1	3	CIS Counselor		\$43,794.00
6	1	3	CIP translations		\$450.00
Sub-Total					\$309,370.00
Budgeted Fund Source Amount					\$329,360.00
+/- Difference					\$19,990.00
224 - IDEA B, SpEd					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5	Special Education Staff		\$203,583.00
Sub-Total					\$203,583.00
Budgeted Fund Source Amount					\$203,583.00
+/- Difference					\$0.00
287 - Title IV					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$1,500.00
+/- Difference					\$1,500.00
282 - ESSER III Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	7	Teacher for Class Size Reduction		\$82,362.00
1	2	6	Teacher for Class Size Reduction		\$0.00
Sub-Total					\$82,362.00
Budgeted Fund Source Amount					\$194,442.00

282 - ESSER III Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
				+/- Difference	\$112,080.00
				Grand Total Budgeted	\$728,885.00
				Grand Total Spent	\$595,315.00
				+/- Difference	\$133,570.00

Addendums

Parent Engagement Activities
2022-2023

August – Schedule Pick Up

September – Open House and Pep Rally

October – Endorsement Showcase and Pep Rally

November – Veteran’s Day Ceremony

December – Pep Rally

January – 6th Grade Parent Night

February – ESL Parent Night for incoming 6th Graders

September thru April – Extracurricular events on campus