

# **Sanger Independent School District**

## **Sanger Middle School**

### **2023-2024 Improvement Plan**



**Sanger Indians**

**Board Approval Date:** November 13, 2023

# Mission Statement

The Mission of Sanger ISD, a learning community, is to engage, challenge, and inspire all students through innovative learning experiences.

## Vision

Sanger Middle School will be an exceptional district focused on innovative learning where students are prepared to create their future in an ever-changing world.

Educate. Inspire. Elevate.

## Value Statement

Pride & Tradition

Trust & Integrity

Faith & Community

Exploration & Ownership

Diversity & Uniqueness

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Sanger Middle School serves 7th and 8th grade students in Sanger ISD in Denton County. Although this improvement plan focuses on 2023-2024 school year, the demographic information comes from 2021 -2022 available information unless otherwise noted.

Sanger Middle School student enrollment is 402 students in 2023-2024.

Sanger Middle School enrollment has had minimal enrollment shifts in our student demographic groups. As of the 2021 - 2022 school year, the campus demographics were: African American- 4.37%, Hispanic- 33.79%, Asian Pacific Islander- .69%, White- 56.09% and American Indian .46%. There are 4.6% of students classified as Two-or-More Races.

Sanger Middle School student categories (2021-2022) also include 7.13% Emergent Bilinguals, 8.28% Gifted and Talented, and 13.56% Special Education. Additionally 47.36% are Economically Disadvantaged, 44.37% are identified as at-risk.

### Demographics Strengths

- Demographically, Sanger Middle School's population is relatively stable from year to year.
- Teacher student ratio is currently lower than comparable surround districts.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** The staff at Sanger Middle School does not reflect the diversity of the student body. **Root Cause:** Currently it is extremely competitive to secure highly qualified teachers.

**Problem Statement 2 (Prioritized):** Community involvement in Sanger Middle School has decreased over the past ten years. **Root Cause:** PTO does not extend into middle school and there have been a lack of opportunities for parents to get involved beyond athletics.

# Student Achievement

## Student Achievement Summary

2023 STAAR Testing indicates a positive trend in all areas of academics despite the change in STAAR testing and accountability that has yet to be released. While approaches categories in testing indicates a majority of students achieving State expectations, there is a clear need for additional supports to help students reach Mastery status.

## Student Achievement Strengths

Sanger Middle School offers advanced courses in RLA, Math, Science, and Social Studies. SMS also supports students with achievement in College, Career, and Military Readiness by offering CTE courses resulting in high school credit.

## Problem Statements Identifying Student Achievement Needs

**Problem Statement 1:** Sanger Middle School fell short of achieving 30% Masters across all testing subjects. **Root Cause:** While offering advanced courses, enrichment opportunities through Tier I instruction was not a focus due to the State emphasis on intervention for lower performing students.

**Problem Statement 2 (Prioritized):** Student needing intervention services had limited opportunities. **Root Cause:** There was a heavy reliance on SPED evaluations and a lack of purposeful scheduling.

# School Culture and Climate

## School Culture and Climate Summary

Sanger Middle School has experienced a deficit in the area of school culture. A lack of consistent leadership and expectations has resulted in a poorly defined systems and support for students and staff.

Data indicates that students have a profound lack of accountability in the areas of discipline and academic achievement. In the 2022-2023 school year, there was little evidence of a reward system established for academic and behavioral recognition.

Academic support is also hindered by a reliance on cell phone usage, which creates a culture of negativity in some classes that attempt to ban the devices.

## School Culture and Climate Strengths

Staff are working towards establishing high, consistent behavior expectations across the campus. The staff is committed to building relationships with our students. The staff is committed to student success.

## Problem Statements Identifying School Culture and Climate Needs

**Problem Statement 1 (Prioritized):** Students are experiencing apathy towards academic achievement. **Root Cause:** There has been little established campus wide to support classroom recognition of academic achievement.

**Problem Statement 2 (Prioritized):** Student behaviors have limited academic achievement and a positive school culture. **Root Cause:** There has been a lack of pro-social behavioral lessons, a PBIS system, and an established set of behavioral expectations.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

Sanger is a small community just north of Denton. Sanger Middle School is a campus with about 402 students (7th & 8th grade).

For the 2023-2024 school year, Sanger Middle School experienced a high turnover percentage with a greater number of locally certified staff members being hired to provide for student needs.

## Staff Quality, Recruitment, and Retention Strengths

Sanger Middle School offers a "small-school feel" within the context of a thriving metropolitan area. There is a strong core group of veteran teachers and staff members that have stayed at Sanger Middle School for longer than five years. There is great potential for strong teacher leadership on campus.

## Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

**Problem Statement 1 (Prioritized):** Sanger Middle School was unable to fully staff utilizing State Certified teachers. **Root Cause:** The district is competing with higher paying districts in the area in a time of a teacher shortage.

**Problem Statement 2:** Sanger Middle School experienced a high rate of turnover for the 2023-2024 school year. **Root Cause:** Inconsistency in campus leadership coupled with poor retention of highly-qualified campus leaders.

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

Sanger ISD provides many instructional resources that support teachers in providing successful learning environments for all students. The teachers implement common assessments across each content and participate in weekly Tribal Talks to collaborate on student data.

Sanger ISD has provided additional programming through IXL and Step Up to Writing that support student achievement in all content areas.

## Curriculum, Instruction, and Assessment Strengths

Sanger Middle School has strong teacher leadership within departments and established PLC times to discuss academic needs. Teachers are committed to providing opportunities for all students to achieve high expectations in academics and behaviors.

## Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

**Problem Statement 1 (Prioritized):** There is a heavy reliance on teaching programs in the classroom. **Root Cause:** Education is still transitioning post-covid while being coupled with the challenges of a teacher shortage.

**Problem Statement 2:** Foundational PLC procedures are needing to be retaught and learned. **Root Cause:** Due to the challenges in education, high turnover rates are being experienced across Texas resulting in the need for establishing trust and collaboration among teams.



# Parent and Community Engagement

## Parent and Community Engagement Summary

Sanger Middle School has a strong community presence and desire to support as indicated through social media and parent response to engagement opportunities. Mini-School night resulted in the highest participation in years according to veteran staff. The community has a vested interest in the success of Sanger Middle School.

## Parent and Community Engagement Strengths

A majority of veteran staff have been a member of the Sanger community for years. Parents have consistently reached out in support of the campus and inquiring about campus needs. Partnerships with community members are poised to support both staff and students.

## Problem Statements Identifying Parent and Community Engagement Needs

**Problem Statement 1 (Prioritized):** There has been a lack of parent engagement. **Root Cause:** Lack of opportunities and communication about those opportunities.

# School Context and Organization

## School Context and Organization Summary

Parents, teachers, and students at Sanger Middle School take pride in student learning. SMS strives to maintain a safe and positive environment with a strong focus on academic excellence. We believe in using the best instructional practices in the classroom and building strong relationships. Our focus goes far beyond just STAAR scores and data. Our commitment is to keep students at the forefront when making decisions. When our students do not learn, we make the necessary adjustments to instruction and our organization. We work hard to ensure that instructional time is protected. Teachers value time devoted to Tribal Talks and there is a healthy sense of urgency among the staff that promotes professionalism and unity of purpose.

## School Context and Organization Strengths

The culture at Sanger Middle School is focused on continuous improvement to support student learning. New teachers receive ongoing support through the new teacher mentoring program to ensure all students are mastering learning. The staff engages in the collaborative Tribal Talks each week where student data is discussed and methods of instruction are developed to meet the needs of all students.

## Problem Statements Identifying School Context and Organization Needs

**Problem Statement 1 (Prioritized):** Campus culture and mission limit student achievement. **Root Cause:** There is a lack of systems of support and unification around the mission and vision for the campus.

# Technology

## Technology Summary

Technology plays an important role in terms of what and how student learning takes place. At SMS teachers are encouraged and supported in the use of technology to facilitate methods of teaching that are far more engaging, effective, and efficient than past practices and resources allowed.

Sanger Middle School has 1:1 iPads for each student. SMS is still a Mac driven campus that utilizes the Google platform for education. Classrooms include TV's, and Apple TV's'.

## Technology Strengths

The following strengths were highlighted in our Campus Needs Assessment:

- new WiFi hubs
- new iPads for students
- new Mac Books for teachers
- Classlink streamlines logins
- excellent district tech support
- TVs and Apple TVs in the classrooms

## Problem Statements Identifying Technology Needs

**Problem Statement 1:** Student access to technology has created a distraction to academic focus. **Root Cause:** The reliance on one:one technology has created opportunities for students to be off task

# Priority Problem Statements

**Problem Statement 1:** Community involvement in Sanger Middle School has decreased over the past ten years.

**Root Cause 1:** PTO does not extend into middle school and there have been a lack of opportunities for parents to get involved beyond athletics.

**Problem Statement 1 Areas:** Demographics

**Problem Statement 2:** Student needing intervention services had limited opportunities.

**Root Cause 2:** There was a heavy reliance on SPED evaluations and a lack of purposeful scheduling.

**Problem Statement 2 Areas:** Student Achievement

**Problem Statement 3:** Students are experiencing apathy towards academic achievement.

**Root Cause 3:** There has been little established campus wide to support classroom recognition of academic achievement.

**Problem Statement 3 Areas:** School Culture and Climate

**Problem Statement 4:** Student behaviors have limited academic achievement and a positive school culture.

**Root Cause 4:** There has been a lack of pro-social behavioral lessons, a PBIS system, and an established set of behavioral expectations.

**Problem Statement 4 Areas:** School Culture and Climate

**Problem Statement 5:** Sanger Middle School was unable to fully staff utilizing State Certified teachers.

**Root Cause 5:** The district is competing with higher paying districts in the area in a time of a teacher shortage.

**Problem Statement 5 Areas:** Staff Quality, Recruitment, and Retention

**Problem Statement 6:** There is a heavy reliance on teaching programs in the classroom.

**Root Cause 6:** Education is still transitioning post-covid while being coupled with the challenges of a teacher shortage.

**Problem Statement 6 Areas:** Curriculum, Instruction, and Assessment

**Problem Statement 7:** There has been a lack of parent engagement.

**Root Cause 7:** Lack of opportunities and communication about those opportunities.

**Problem Statement 7 Areas:** Parent and Community Engagement

**Problem Statement 8:** Campus culture and mission limit student achievement.

**Root Cause 8:** There is a lack of systems of support and unification around the mission and vision for the campus.

**Problem Statement 8 Areas: School Context and Organization**

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)

## 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
- Accountability Distinction Designations

## Student Data: Assessments

- STAAR released test questions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

## Student Data: Student Groups

- Section 504 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

## 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

**Parent/Community Data**

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

# Goals

**Goal 1:** We will provide rigorous learning opportunities and curricula that exceed state and national standards to improve the achievement of each student while meeting their individual needs and aspirations.





**Performance Objective 1:** Establish a leadership development program at Sanger Middle School that restructures the organizational model and incorporates additional teacher leadership.

**High Priority**

**Evaluation Data Sources:** Staff Survey

| Strategy 1 Details   | Formative Reviews |            |            |
|--|-------------------|------------|------------|
| <p><b>Strategy 1:</b> By December 2023, establish a campus peer visitation program that is facilitated by an instructional staff member which promotes best instructional practices across campus.</p> <p><b>Strategy's Expected Result/Impact:</b> This will be a low-stakes/high-yield strategy encouraging collaboration and trust among campus peers.</p> <p><b>Staff Responsible for Monitoring:</b> Identified teacher leaders.</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p>   | <b>Formative</b>  |            |            |
|  | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
|  |                   |            |            |
| Strategy 2 Details   | Formative Reviews |            |            |
| <p><b>Strategy 2:</b> By October 2023, establish committees focused on identifying solutions for three critical need areas as identified by staff members.</p> <p><b>Strategy's Expected Result/Impact:</b> Creating response teams to campus critical needs will increase teacher buy-in and improve implementation across campus.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Principal</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p><b>- TEA Priorities:</b><br/>Build a foundation of reading and math</p> | <b>Formative</b>  |            |            |
|  | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
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



| Strategy 3 Details   | Formative Reviews |     |     |
|--|-------------------|-----|-----|
| <p><b>Strategy 3:</b> IXL Data will be evaluated multiple times per six weeks to support student placement in Tribe Time Intervention/Enrichment.</p> <p><b>Strategy's Expected Result/Impact:</b> Data-driven decisions will be made to support students in achieving mastery in TEKS as assessed by DMAC assessments and STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>Teachers</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p>   | Formative         |     |     |
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**Goal 2:** We will focus district resources strategically to maximize learning for all students and eliminate the achievement gap.

**Performance Objective 1:** Sanger Middle School will restructure Tribe Time intervention to differentiate for students between intervention and enrichment.

**High Priority**

**Evaluation Data Sources:** Intervention time in DMAC





| Strategy 1 Details   | Formative Reviews |            |            |
|--|-------------------|------------|------------|
| <p><b>Strategy 1:</b> A set schedule will be established to promote enrichment and intervention for identified students.</p> <p><b>Strategy's Expected Result/Impact:</b> By evaluating individual student need, we will be able to foster an environment that supports student learning and achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>Campus Teachers</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p>                                | <b>Formative</b>  |            |            |
|  | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
|  |                   |            |            |
| Strategy 2 Details   | Formative Reviews |            |            |
| <p><b>Strategy 2:</b> IXL Data will be evaluated multiple times per six weeks to support student placement in Tribe Time Intervention/Enrichment.</p> <p><b>Strategy's Expected Result/Impact:</b> Data-driven decisions will be made to support students in achieving mastery in TEKS as assessed by DMAC assessments and STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> SMS Administration<br/>Classroom Teachers</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> | <b>Formative</b>  |            |            |
|  | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
|  |                   |            |            |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |                   |            |            |

**Goal 3:** We will enhance the character and personal soft-skills development of each student.

**Performance Objective 1:** Provide opportunities for all students to develop character and social-emotional skills.

**High Priority**

**Evaluation Data Sources:** Documentation will be monitored through campus counselor schedule and activities

| Strategy 1 Details   | Formative Reviews |            |            |
|--|-------------------|------------|------------|
| <p><b>Strategy 1:</b> Establish a comprehensive career exploration program for students.<br/> <b>Strategy's Expected Result/Impact:</b> 100% of the program established and implemented<br/> <b>Staff Responsible for Monitoring:</b> Principal Counselor<br/><br/> <b>Title I:</b><br/>                     2.5</p>   | <b>Formative</b>  |            |            |
|  | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
|  |                   |            |            |
| Strategy 2 Details   | Formative Reviews |            |            |
| <p><b>Strategy 2:</b> The counselor will use the Why Try? curriculum.<br/> <b>Strategy's Expected Result/Impact:</b> Decrease in discipline referrals.<br/> <b>Staff Responsible for Monitoring:</b> Director of Intervention Counselor<br/><br/> <b>Title I:</b><br/>                     2.5</p>   | <b>Formative</b>  |            |            |
|  | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
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



**Goal 4:** We will recruit, develop, and retain compassionate, effective, innovative, and highly motivated staff.

**Performance Objective 1:** Staff will indicate a greater than 70% positive indication of feeling safe and secure at Sanger Middle School when 2023-2024 staff surveys are averaged.

**High Priority**

**Evaluation Data Sources:** Staff Surveys

| Strategy 1 Details   | Formative Reviews |            |            |
|--|-------------------|------------|------------|
| <p><b>Strategy 1:</b> An administrator will visit every classroom at Sanger Middle School a minimum of one time per day during the 2023-2024 school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff members will experience the presence of an administrator in the classroom.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration<br/>Campus Leadership Team</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p><b>- TEA Priorities:</b><br/>Recruit, support, retain teachers and principals</p> | <b>Formative</b>  |            |            |
|  | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
|  |                   |            |            |
| Strategy 2 Details   | Formative Reviews |            |            |
| <p><b>Strategy 2:</b> Discipline referrals will be responded to within 24 hours of submission.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff members will experience that classroom concerns are a priority.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p><b>- TEA Priorities:</b><br/>Recruit, support, retain teachers and principals</p>  | <b>Formative</b>  |            |            |
|  | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
|  |                   |            |            |





| Strategy 3 Details   | Formative Reviews |     |     |
|--|-------------------|-----|-----|
| <p><b>Strategy 3:</b> Sanger Middle School administrators will complete a walkthrough per teaching staff every two weeks excluding days pre/post holiday and the months of April and May.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will receive recognition for achievements and coaching for growth.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p><b>Title I:</b><br/>2.4</p> <p>- <b>TEA Priorities:</b><br/>Recruit, support, retain teachers and principals</p>                         | Formative         |     |     |
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**Goal 4:** We will recruit, develop, and retain compassionate, effective, innovative, and highly motivated staff.

**Performance Objective 2:** An established system designating the budget available for instructional resources will be established prior to October 1, 2023 and communicated with department chairs

**High Priority**

**Evaluation Data Sources:** Budget Sheets and Balances





| Strategy 1 Details   | Formative Reviews |     |     |
|--|-------------------|-----|-----|
| <p><b>Strategy 1:</b> An established system designating the budget available for instructional resources will be established prior to October 1, 2023 and communicated with department chairs</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will experience transparency in the budget and support for classroom needs.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p><b>- TEA Priorities:</b><br/>Recruit, support, retain teachers and principals</p>  | Formative         |     |     |
|  | Jan               | Mar | May |
|  |                   |     |     |
| <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 4:** We will recruit, develop, and retain compassionate, effective, innovative, and highly motivated staff.

**Performance Objective 3:** Establish a leadership development program at Sanger Middle School that restructures the organizational model and incorporates additional teacher leadership.

**High Priority**





**Evaluation Data Sources:** Staff Surveys

| Strategy 1 Details   | Formative Reviews |     |     |
|--|-------------------|-----|-----|
| <p><b>Strategy 1:</b> By December 2023, establish a Campus Leadership Team that utilizes campus data to create 70% of agenda items for CLT meetings once a month.</p> <p><b>Strategy's Expected Result/Impact:</b> By delegating responsibility and ownership of cultural change at SMS to teacher leadership, teacher buy-in will increase resulting in a greater change agent.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Leadership Team</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p>   | Formative         |     |     |
|  | Jan               | Mar | May |
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| <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 5:** We will provide learning environments that are physically safe and emotionally secure for all students, faculty, and staff.

**Performance Objective 1:** Ensure that all district facilities are safe and maintained.

**Evaluation Data Sources:** Evidence will be documented in the security audit.

| Strategy 1 Details   | Formative Reviews |            |            |
|--|-------------------|------------|------------|
| <b>Strategy 1:</b> Safety audits will be conducted throughout the year and updates completed as necessary.<br><b>Strategy's Expected Result/Impact:</b> Evidence of Safety Audit documentation<br><b>Staff Responsible for Monitoring:</b> Principal<br>Deputy Superintendent  | <b>Formative</b>  |            |            |
|  | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
|  |                   |            |            |
| Strategy 2 Details   | Formative Reviews |            |            |
| <b>Strategy 2:</b> SMS will utilize the Navigate 360 program for safety information.<br><b>Strategy's Expected Result/Impact:</b> Evidence of completed Safety Plans within Navigate 360<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal  | <b>Formative</b>  |            |            |
|  | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
|  |                   |            |            |
| Strategy 3 Details   | Formative Reviews |            |            |
| <b>Strategy 3:</b> A SISD Police Department officer will monitor and patrol the campus.<br><b>Strategy's Expected Result/Impact:</b> SISD police presence will deter unwanted behavior.<br><b>Staff Responsible for Monitoring:</b> Chief of SISD Police Department<br>Officers of SISD Police Department  | <b>Formative</b>  |            |            |
|  | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
|  |                   |            |            |
| Strategy 4 Details   | Formative Reviews |            |            |
| <b>Strategy 4:</b> Weekly door audits will be conducted by the Principal and Assistant Principal.<br><b>Strategy's Expected Result/Impact:</b> Ensuring all doors are secure during times that school has children in the building.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br><br><b>ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture<br><b>Problem Statements:</b> School Context and Organization 1 | <b>Formative</b>  |            |            |
|  | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
|  |                   |            |            |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |                   |            |            |



**Performance Objective 1 Problem Statements:**

**School Context and Organization**

**Problem Statement 1:** Campus culture and mission limit student achievement. **Root Cause:** There is a lack of systems of support and unification around the mission and vision for the campus.





**Goal 6:** We will develop and implement an active parent and community involvement program to achieve the district mission and objectives.

**Performance Objective 1:** Sanger Middle School will host four Campus Education Improvement Committee meetings with representation from all stakeholders to discuss various aspects of campus improvement

**High Priority**

**Evaluation Data Sources:** Agendas, Sign-sheets

| Strategy 1 Details  | Formative Reviews |            |            |
|---|-------------------|------------|------------|
| <p><b>Strategy 1:</b> Provide applications for CEIC via ParentSquare.<br/> <b>Strategy's Expected Result/Impact:</b> Gain buy-in from parents/community members interested in providing targeted feedback to campus needs assessment.<br/> <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b><br/>                     2.4, 2.5, 2.6, 4.1, 4.2<br/> <b>- TEA Priorities:</b><br/>                     Recruit, support, retain teachers and principals</p> | <b>Formative</b>  |            |            |
|   | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
|   |                   |            |            |
| Strategy 2 Details  | Formative Reviews |            |            |
| <p><b>Strategy 2:</b> Schedule meetings using input from CEIC to support all members' attendance.<br/> <b>Strategy's Expected Result/Impact:</b> Increase participation in CEIC and targeted feedback.<br/> <b>Staff Responsible for Monitoring:</b> Campus Principal</p> <p><b>Title I:</b><br/>                     2.6, 4.1, 4.2</p>   | <b>Formative</b>  |            |            |
|   | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
|   |                   |            |            |
| Strategy 3 Details  | Formative Reviews |            |            |
| <p><b>Strategy 3:</b> Sanger Middle School will adopt a "Donuts with the Doctor" series to address community concerns about the educational environment<br/> <b>Strategy's Expected Result/Impact:</b> By allowing community choice in topic, we will gain additional community support for campus initiatives.<br/> <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b><br/>                     2.5, 2.6, 4.1, 4.2</p>                                    | <b>Formative</b>  |            |            |
|   | <b>Jan</b>        | <b>Mar</b> | <b>May</b> |
|   |                   |            |            |





| Strategy 4 Details   | Formative Reviews |     |     |
|--|-------------------|-----|-----|
| <p><b>Strategy 4:</b> By December of 2023, Sanger Middle School will establish and schedule "Parent Walkthrough" days which will be a program intentionally designed to give vetted parents the opportunity to view in-class instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> By allowing parents to view classroom instruction, the community will be provided with a greater image of what occurs in the classroom.</p> <p><b>Staff Responsible for Monitoring:</b> Campus</p> <p><b>Title I:</b><br/>2.5, 2.6, 4.1</p>   | Formative         |     |     |
|  | Jan               | Mar | 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 7:** We will align professional development opportunities with the needs of students.

**Performance Objective 1:** By the end of the 2023-2024 school year, Sanger Middle School students will demonstrate a 5% increase in Mastery status in all STAAR test

**High Priority**

**Evaluation Data Sources:** STAAR Scores

| Strategy 1 Details  | Formative Reviews |     |     |
|---|-------------------|-----|-----|
| <p><b>Strategy 1:</b> SMS Administration will meet regularly as a Senior Leadership Team, Campus Leadership Team, and in PLCs to discuss staff and student performance.</p> <p><b>Strategy's Expected Result/Impact:</b> Ensuring multiple data sources are utilized to identify areas of need will improve targeted focus for instructional leadership</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Campus Leadership Team, Senior Leadership Team</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> | Formative         |     |     |
|   | Jan               | Mar | May |
|   |                   |     |     |
| <p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>                          |                   |     |     |