

Argyle Middle School Campus Improvement Plan



TECHNOLOGY ACTION PLAN

Strategy 1:

We will continually evaluate, update, and implement emerging technology and technology based curriculum in the classroom by budgeting necessary resources and ensuring teacher accountability at Argyle middle school.

Specific Result 1:

Communication and collaboration will increase between all teachers regarding campus technology to ensure effective use.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Establish community events For example, offer: <ul style="list-style-type: none"> • "Technology Nights" • Guest speakers • Demonstrations or Trainings 	Campus Trainer, Principal	September 2017	May 2018	
2	Conduct surveys <ul style="list-style-type: none"> • Determine what factors are most important for new technology, i.e. ease of use, how easy to integrate, sustainability, etc. • Create a short survey (send to students, teachers, and parents) to evaluate the effectiveness of new technology 	Campus Principal	September 2017	May 2018	
3	Form an AMS teacher & student technology committee <ul style="list-style-type: none"> • to discuss problems and make suggestions • meet with the Tech dept. once every 9 weeks to give input into budget, and new technology 	Campus Trainer, Campus principal	September 2017	May 2018	
4	Define communication channels regarding technology <ul style="list-style-type: none"> • Provide timely training on new equipment/ tools with time to implement. • Campus administration will submit technology needs in the Spring for the following year • At least 3 teachers from AMS in different core areas will receive new tools first and give feedback 	Campus Trainer	September 2017	May 2018	

Strategy 1:

We will continually evaluate, update, and implement emerging technology and technology based curriculum in the classroom by budgeting necessary resources and ensuring teacher accountability at Argyle middle school.

Specific Result 2:

Establish expectations for technology proficiencies.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Identify technology proficiencies appropriate to Argyle Middle School.	Campus Trainer, Teachers	September 2017	May 2018	
2	Develop a plan to assess technology proficiencies. <ul style="list-style-type: none"> T-TESS Google I Certification 	Campus, Principal, Instructional Technologist	September 2017	May 2018	

Strategy 1:

We will continually evaluate, update, and implement emerging technology and technology based curriculum in the classroom by budgeting necessary resources and ensuring teacher accountability at Argyle middle school.

Specific Result 3:

Initiate a Campus Trainer Program.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Monitor the duties of the campus trainers	Principal	September 2017	May 2018	
2	Define roles and responsibilities at AMS	Principal	September 2017	May 2018	
3	Define expectations	Principal	September 2017	May 2018	

Strategy 1:

We will continually evaluate, update, and implement emerging technology and technology based curriculum in the classroom by budgeting necessary resources and ensuring teacher accountability at Argyle middle school.

Specific Result 4:

Increase Professional Learning opportunities and provide incentives for staff to seek out additional training.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Develop a professional development needs assessment to identify training needs related to technology and tech integration.	Campus Trainer	September 2017	May 2018	
2	Provide personal learning time on teacher workdays for instructors to plan for implementation of new technology.	Principal	September 2017	May 2018	
3	Designate specific blocks of time on teacher workdays for group technology training, including a variety of levels of technology integration. (TVs, Google Suite, GoGuardian, Chromebox, Kami, etc.)	Principal	September 2017	May 2018	
4	Increase communication about traditional, online, and regional training that is offered.	Principal	September 2017	May 2018	
5	Define Campus Incentives For example: <ul style="list-style-type: none"> ● Stipends ● Rewards 	Principal	September 2017	May 2018	

INSTRUCTION ACTION PLAN

Strategy 2:

At Argyle middle school we will develop and implement engaging, innovative, and rigorous curriculum and instruction that will optimize learning. We will adopt a system wide approach to prepare students for college, careers, and beyond academics.

Specific Result 1:

Develop a campus wide curriculum that will optimize learning while engaging students in developmentally appropriate content.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Utilize Department heads to align curriculum vertically and horizontally	Principal	July 2017	July 2018	July 2018
2	Implement a developmentally appropriate, real-world, and 21st century curriculum that is rigorous and well planned but driven by learning goals and outcomes. The curriculum should also guarantee mastery of basic and advanced skills at all levels, while requiring higher order thinking processes.	Principal Teachers	July 2017	May 2018	
3	Collaborate via department and grade level to ensure all TEKS are covered and that high quality instruction is delivered.	Campus Principal, Department Heads	August 2017	Yearly	
4	Evaluate areas of strength and weakness for each subject/grade level by using common and formal assessments in an effort to decrease learning gaps in each specific area.	Campus Principal, Testing Coordinator, Dept. Heads	August 2017	Yearly	
5	Review/study data and develop a plan to increase AMS performance on STAAR tests and the Algebra EOC	Principal, Teachers	September 2017	May 2018	
6	Minimize bussing to the high school by offering courses currently not available at the middle school	Principal	January 2018	June 2018	
7	Expand elective offerings in grades 6-8 to include a wider variety to reflect student interests. In addition to course selection sheets, survey students to see what courses they are interested in taking. Research other school district middle schools to see what course offerings they have	Principal	January 2018 (begin research)	August 2019	

Strategy 2:

At Argyle middle school we will develop and implement engaging, innovative, and rigorous curriculum and instruction that will optimize learning. We will adopt a system wide approach to prepare students for college, careers, and beyond academics.

Specific Result 2:

Cultivate a campus wide curriculum alignment that supports content which includes student choice, inquiry, problem solving, critical thinking, and research to support life-long learners in an ever changing world.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Implement a district aligned curriculum for vertical and horizontal alignment of curriculum 6-8	Principal, Department heads	August 2017	June 2018	
2	Implement the use of common vocabulary across grade levels and subjects to deepen the understanding of content and learning.	Principal, Department heads	August 2017	December 2018	
3	Identify experts by content for 6-8, who will collaborate with staff and administration to enhance content specific learning and communication.	Principal, Department heads	August 2017	August 2017	August 2017
4	Work with teachers to facilitate cross curricular integration throughout grades 6-8	Principal, Department heads	January 2018	September 2018	
5	Work to modify the middle school schedule for the 18-19 school year by lengthening math classes from the double block ELA classes.	Principal, Committee of teachers	February 2018	May 2018	
6	Use Apex Learning with our students identified as at-risk or "bubble" students in order to close performance gaps	Principal, Teachers	October 2017	May 2018	
	Use Istation to close performance gaps in ELA	Principal, ELA Teachers	November 2017	May 2018	

Strategy 2:

At Argyle middle school we will develop and implement engaging, innovative, and rigorous curriculum and instruction that will optimize learning. We will adopt a system wide approach to prepare students for college, careers, and beyond.

Specific Result 3:

Integrate developmentally appropriate differentiation strategies to optimize student engagement, understanding, and depth of learning.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Train to utilize data including formative and summative assessments to differentiate instruction by maximizing the use of Eduphoria.	Principal, Asst. Principal	August 2017	June 2018	
2	Require ESL certification for all new ELA teachers to ensure high level instruction for English Language learners	Principal, Coordinator of ESL Teachers	August 2017	June 2018	
3	Differentiate by using intentional student groupings to honor individual differences in learning and understanding.	Teachers Principal	August 2017	June 2018	
4	Implement a framework of reading and writing curriculum across all English Language Arts Classes in 6-8 to develop life long habits of reading, writing, and independence.	Principal Coordinators of, 6-8	June 2017	June 2018	
5	Utilize training by Lead4Ward for campus administrators in the areas of data disaggregation and accountability	Principal, Asst. Principal	September 2017	June 2018	

Strategy 2:

At Argyle middle school we will develop and implement engaging, innovative, and rigorous curriculum and instruction that will optimize learning. We will adopt a system wide approach to prepare students for high school and beyond.

Specific Result 4:

Develop and integrate a professional development program to facilitate content specific instruction as well as areas of digital literacy, lesson design, flexible grouping, and best practices.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
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1	Participate in a district-wide curriculum that is aligned both horizontally and vertically in all core subjects.	Principal, Teachers	August 2017	June 2019
2	Participate in a campus-wide curriculum that is aligned both horizontally and vertically in all elective subjects.	Principal Teachers	August 2018	June 2019
3	Provide teachers opportunity and time to research, collaborate, and plan content area curriculum and lessons that are engaging and developmentally appropriate.	Principal	August 2017	June 2019
4	Collaborate with teachers on how to use data to drive instruction.	Principal	August 2017	June 2018
5	Provide resources needed to implement differentiated instruction in an effort to effectively instruct students of various backgrounds, readiness, skill levels, and interests to 6-8 teachers.	Principal	June 2018	June 2019

CHARACTER DEVELOPMENT AND SAFETY ACTION PLAN

Strategy 3:

At Argyle middle school we will create a culture that fosters positive character development and supports emotional, social, and physical safety of all.

Specific Result 1:

A comprehensive, developmental guidance and counseling program will be established that prioritizes the social, emotional, and physical safety needs for Argyle Middle School.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Conduct "Minute meetings" for counselors to meet students at the beginning of the school year	Counselors	September 2017	October 2017	October 2017
2	Ensure the counselor designated as the one primarily responsible to provide direct, emotional, social and mental health support services to the campus population has the necessary training.	Principal	September 2017	September 2017	September 2017
3	In association with the principal, staff, parents and students, formally assess the current AISD	Principal, Counselors	September 2017	January 2018	

	counseling program at AMS through a survey.			
4	Provide Guidance lessons monthly in grades 6th - 8th.	Counselors	September 2017	May 2018
5	Provide additional staff that can assist counselors with tasks and responsibilities that prevent them from providing services unique to their training knowledge, and skills.	Principal	August 2017	June 2018
6	Conduct formal and informal meetings with the counseling staff to discuss implementation of the district's comprehensive developmental, guidance and counseling program at AMS.	Principal	September 2017	June 2018
7	Oversee Watchdog Program, provide a schedule to participants and be a liaison between staff and community regarding the program.	Counselors, Principal	September 2017	May 2018
8	Hold a parent and community education event highlighting social media and cyberbullying awareness.	Counselors	April 2018	April 2018
9	Provide parent and student education on abstinence utilizing Aim for Success for 7th & 8th grade students.	Counselors	March 2018	March 2018
10	Emphasize College and Career Readiness through a Career Week: 6th grade discover careers, 7th discover post-secondary, and 8th discover resume/interviews. All comes together as an entire day of Career Day inviting community partners and businesses.	Counselors	January 2018	January 2018
11	Evaluate the counseling program annually and make appropriate adjustments.	Principal	September 2017	May 2018

Strategy 3:

At Argyle middle school we will create a culture that fosters positive character development and supports emotional, social, and physical safety of all.

Specific Result 2:

The Argyle middle school counseling program will be accessible and publicized.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Maintain a current web presence and website that details information and resources of each campus counseling program.	Counselors	September 2017		
2	Create an electronic way for students to request to see the counselor via chromebook	Counselors	September 2017	September 2017	September 2017
3	Provide time during inservice for counselors to update web pages	Principal	September 2017	September 2017	September 2017
4	Update and manage the informational webpage	Counselors, Principal, Receptionist	September 2017		
5	Create a secondary entrance for students to request to see the counselor	Principal	September 2017	September 2017	September 2017
6	Update events and information on the counselor's website each quarter or more frequently if needed.	Counselors, Receptionist, Volunteer	September 2017	September 2017, December 2017, February 2018, May 2018	
7	Develop professional referral contacts in the community.	Counselors	September 2017		
8	Conduct sessions for students detailing resources, referrals, and counseling program services. For parents and community members, available information will be on the website.	Counselors	September 2017	October 2017	
9	Build and maintain positive relationships with campus populations.	Counselors	September 2017	May 2018	
10	Utilize social media, Insights magazine, class newsletters, and websites to publish information regarding the counseling program.	Counselors	September 2017		

Strategy 3:

At Argyle middle school we will create a culture that fosters positive character development and supports emotional, social, and physical safety of all.

Specific Result 3:

A comprehensive character education program will be established at Argyle middle school.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Designate a group of individuals from each campus to develop a program that uses consistent practices, language, and themes district wide (teachers, students, counselors, parents, administrators, community members.)	Principal	September 2017	October 2017	
2	Solicit from staff of each campus the top 9 character traits that will be focused on. One trait will be focused on each month of the school year.	Principal, Committee	October 2017	May 2018	
3	Develop a district wide motto to be stated in daily announcements at each campus.	Principal	October 2017	November 2017	
4	Recognize and practice designated character traits each month.	Principal, Teachers	October 2017	May 2018	
5	Reflect the trait of the month with consistent counseling lessons	Principal, Counselors	October 2017	May 2018	
6	Communicate to parents and community members throughout the school year the traits and other information regarding the character education program will be	Principal, Counselors	October 2017	May 2018	

Strategy 3:

We will create a culture that fosters positive character development and supports emotional, social, and physical safety of all.

Specific Result 4:

A diversity awareness program will be established.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Identify the variety of people in the Argyle middle school community.	Principal	September 2017	September 2017	September 2017

2	Designate a person or group of people at each campus to promote education and awareness of our diverse community.	Principal	September 2017	May 2018
3	Provide information regarding our diverse population through electronic means, social media, campus newsletters and other means.	Principal	September 2017	May 2018
4	Ensure that posters, decorations, decor and other public material are inclusive and diverse in nature and representation.	Principal	September 2017	May 2018
5	Define and highlight a variety of nontraditional campus community (students, teachers, staff) successes in addition to athletic, band, and academic/high test score success.	Principal	September 2017	May 2018

Strategy 3:

At Argyle middle school we will create a culture that fosters positive character development and supports emotional, social, and physical safety of all.

Specific Result 5:

A new student orientation and welcome program will be established at each campus.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Designate individuals responsible for creating a new student welcome and orientation procedure at each campus.	Principal Counselors	October 2017	October 2017	
2	Pair each new student with a current student who is willing and has similar interests as the new student to tour the school, eat lunch together, and introduce the new student to teachers and other students.	Counselors	October 2017	May 2018	
3	Provide a new student lunch at multiple times throughout the year as needed. Networking through Student Council students and Challenge Day students.	Principal Counselors	October 2017	May 2018	
4	Reach out to new families to welcome them and provide information regarding the school district and the community.	Counselors, Principal,	October 2017	May 2018	

5 Meet with new and prospective families to give tours at AMS on Tuesdays at 2:00PM.

Principal

August 2017

May 2018

FACILITIES AND LEARNING SPACES ACTION PLAN

Strategy 4:

We will continuously monitor, project, and plan for the increasing student population at Argyle middle school in order to utilize these facilities which address safety, technology, and instructional criteria.

Specific Result 1:

Design, develop and implement new construction at AMS and technology infrastructure that are adaptable to an innovative curriculum and instructional model and the evolving needs of our students and and rapidly growing community.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Determine plans for lockdown, fire, and tornado drills	Principal, Assistant Principal, and Police Captain	September 2017	May 2017	
2	Communicate recommendations for hires at AMS associated with growth	Principal and Assistant Principal	September 2017	May 2017	
3	Participate in the purchasing process for furniture for the building as it grows	Principal	September 2017	May 2017	
4	Create a class schedule maximizing instructional time and a start and finish time working with AISD transportation	Principal and Assistant Principal	September 2017	May 2017	
5	Utilize collaboration spaces as Secondary learning spaces.	Principal and Teachers	August 2017	May 2017	

ACTION PLAN

Strategy 4:

We will continuously monitor, project, and plan for the increasing student population at Argyle middle school in order to develop new and renovate existing facilities which address safety, technology, and instructional criteria.

Specific Result 2:

Maintain and upgrade existing facilities to ensure they accommodate the needs of all of our students and the ever-changing learning environment.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Create an existing facility timeline For the transition of the middle School to the high school.	Principal	September 2017	May 2018	
2	Monitor demographic reports From Templeton to be proactive In knowing learning spaces needs	Principal	September 2017	May 2018	
3	Communicate regarding services with a custodial service to ensure facilities stay properly cleaned	Principal, Asst. Principal	August 2017	July 2018	

Attracting, Retaining, and Training Staff ACTION PLAN

Strategy 5:

We will provide ongoing recruitment, appraisal, and meaningful, relevant professional development for staff at Argyle middle school.

Specific Result 1:

Evaluate and improve hiring, interviewing, and recruiting practices.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Utilize current staff who previously worked in surrounding Districts to recruit the very best teachers to Argyle middle school	Principal	Sept 2017	August 2018	
2	Contact teacher leaders at nearby campuses via email when new positions open	Principal	Sept 2017	August 2018	
3	Observe and evaluate lessons and lesson plans.	Principal, Asst. Principal	Sept 2017	August 2018	
4	Create interview teams that include teachers, department heads, and other appropriate staff.	Principal, Asst. Principal	Sept 2017	August 2018	
5	Use a rubric for references developed at the district level and utilize social media and the internet for reference checks.	Principal, Asst. Principal	Sept 2017	August 2018	
6	Work with University of North Texas Student teachers at Argyle middle school.	Principal	Sept 2017	Sept 2017	Sept 2017
7	Create "Every Day Teacher" videos to celebrate and advertise teachers at Argyle middle school	Asst. Principal	Oct 2017		
8	Use Dell Video as a recruiting video for teachers at AMS	Principal, Asst. Principal	Sept 2017	Sept 2017	Sept 2017
9	Check teacher lesson plans online and utilize the T-TESS appraisal system	Principal, Asst. Principal	Sept 2017	Sept 2017	August 2018

Strategy 5:

We will provide ongoing recruitment, appraisal, and meaningful, relevant professional development for staff at Argyle middle school.

Specific Result 2:

Increase and encourage support from administration and community.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Prepare and publish social media expectations in Student and Employee Handbooks.	Principal	August 2017	August 2018	
2	Emphasize and educate parents, staff, and students on AISD's chain of command to encourage concerns or complaints to first be addressed with or in the presence of the staff member.	Principal, Teachers	August 2017	August 2018	
3	Include chain of command policy in Student Handbooks.	Principal	August 2017	August 2018	August 2017
4	Develop a committee to study class sizes at AMS and how they compare to other similar middle schools.	Principal, Teachers	August 2017	August 2018	
5	Plan additional welcoming and orientation events for staff, families, and community at the start of each school year.	Principal, PTA/PTO	August 2017	August 2018	

Strategy 5:

We will provide ongoing recruitment, appraisal, and meaningful, relevant professional development for staff at Argyle middle school.

Specific Result 3:

Improve teacher incentives to be competitive with economically similar and high quality districts.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Utilize a systematic approach to improving culture on the AMS campus to retain teachers	Principal, Asst. Principal	Sept 2017	May 2018	
2	Provide monthly teacher birthday celebrations	Principal	Sept 2017	May 2018	

3	Utilize team leads, mentor teachers, campus technology trainers, and department chairs.	Principal	Sept 2017	May 2018
4	Provide a time during inservice for new staff members to have a campus orientation on logistics at AMS.	Principal	Sept 2017	August 2018
5	Provide each new teacher a mentor for the transition into the district and campus.	Principal, Asst. Principal	Sept 2017	August 2018

Strategy 5:

We will provide ongoing recruitment, appraisal, and meaningful, relevant professional development.

Specific Result 4:

Expand training, curriculum development, and professional development to support increasing identified needs of staff.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Utilize department chairs to help vertically and horizontally align curriculum	Principal	Sept 2017	May 2018	
2	Allow teachers the opportunity to attend professional development relevant to their field of study including Pre AP training, CAMT, CAST, TCEA, etc.	Principal	Sept 2017	August 2018	
3	Have special education paraprofessionals attend trainings specific to the students served and participate in instructional aide support sessions in Safe School	Principal	Sept 2017	August 2018	

FISCAL RESPONSIBILITY ACTION PLAN

Strategy 6:

We will maintain fiscal accountability.

Specific Result 1:

Accounting for expected or projected growth.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Provide CFO feedback on where new money generated by growth would be most utilized.	Principal	September 2017	May 2018	
2	Be proactive in figuring costs of new students on budget expenditures	Principal	August 2017	May 2018	

Strategy 6:

We will maintain fiscal accountability at Argyle middle school.

Specific Result 2:

Reallocate current expenditures to effectively support the strategic goals of the district.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Use auditors to validate all taxpayer money was used appropriately	Principal	January 2018	June 2018	August 2018
2	Move money with the same function at the conclusion of the year to purchase needs	Principal	June 2018	August 2018	August 2018

School- Community Relations

Strategy 7:

We will provide opportunities to foster positive relationship between Argyle middle school and the surrounding community.

Specific Result 1:

Evaluate opportunities offered to volunteer within the school.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Survey parents regarding opportunities to be involved within the school setting	Principal	January 2018	June 2018	August 2018
2	Examine utilization of the Watchdog Program at AMS	Principal	Sept 2017	May 2018	May 2018