

# **PHARR-SAN JUAN-ALAMO COLLEGE<sup>3</sup> Independent School District**

**Audie Murphy** Middle School Campus Improvement Plan 2021 - 2022



### Audie Murphy Middle School Leadership Team(SBDM)

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Imelda Gonzalez, Community Member

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### PHARR SAN JUAN ALAMO VISION

• Every PSJA student is prepared to participate, compete, and excel in a global society to foster multi-generational prosperity.

### PHARR SAN JUAN ALAMO MISSION

As educational leaders, the PSJA team is engaged and empowered to connect all students with innovative instruction, outstanding facilities, technology, skills, and social-emotional support while prioritizing health and safety for all – from early childhood through their chosen career.

As one PSJA family, we build on our legacy of academic excellence, renowned college and career readiness, biliteracy and extracurricular programs, and our multicultural heritage to ensure every student has the experiences and resources necessary to achieve the highest levels of success.

### AUDIE MURPHY MIDDLE SCHOOL



### Vision



At Audie Murphy Middle School, our goal is to be the middle school of choice. The perception from the community, stakeholders, and people will be that our campus is a safe environment that is conducive to learning, has the best highly qualified staff, offers opportunities for students to achieve their educational potential, and promotes college readiness with a focus on careers. We expect and demand that every student will practice and use core values for building good character. We are a unity of people, driven by a passion to act on a vision for success.

WE ARE MURPHY!

### AUDIE MURPHY MIDDLE SCHOOL



# Mission Statement



The mission of Audie Murphy Middle School is to provide a safe, supportive, and healthy environment that meets the educational, social-emotional, and physical needs of all students. By providing quality instruction, students will explore excellence pathways in preparation for a college and career ready future. We believe that all students are valued individuals that can learn and become responsible and productive members of society.

All stakeholders have a shared responsibility to fulfill this mission.

Motto: Paving the Way to a College and Career Ready Future.

### **PSJA GUIDING PRINCIPLES**



### What We Believe In

### **Guiding Principles**

- Commitment to Greatness
- Passion For our Work
- Live the Golden Rule
- No Excuses
- Accountability

## What We Want to Accomplish

Every student will graduate bi-literate, college ready, college connected, and college complete.



Welcomes staff, students, parents, and community as honored members at the district table

#### **Builds relationships**

Builds positive, trusting relationships through frequent interactions which demonstrate care and interest in the well-being of all stakeholders

#### Communicates effectively

Maintains open lines of two-way communication with staff, students, parents, and community to receive input and provide information for engagement with district vision

#### Models ethics

Exemplifies the values and priorities of the district through consistent actions and service to stakeholders

#### **Exhibits professionalism**

Exhibits awareness and reflection to manage emotions and engage in continuous personal growth



Holds vision and expectations for success for all students and all staff

#### **Demonstrates** expertise

Possesses up-to-date knowledge and skills to perform organizational role at a high level of competence

#### Establishes shared vision

Develops and communicates a clear vision for the future with deep buyin from all stakeholders

#### Implements plan

Works with all stakeholders to implement vision by establishing goals, monitoring progress, and providing resources

#### **Expects results**

Pursues exceptional results for all students by holding self and others accountable and driving for continuous improvement



Develops and empowers individuals and teams for effective action

#### **Builds** capacity

Provides opportunities for growth to ensure all staff build capacity to support district goals

#### Promotes collaboration

Designs organizational structures to promote collaboration and teamwork for distributed leadership throughout the district

#### Inspires action

Motivates others to take responsible risks and perform at their highest level to support district vision and goals

#### **Develops leaders**

Identifies, develops, and places future leaders through rigorous processes and strategic leadership assignments



Maintains district at the forefront of educational service providers

#### Scans Environment

Analyzes and applies understanding of internal organization and external environment to assess and respond to the district's future advancement

#### Champions solutions

Challenges the status quo by collaboratively exploring new and better ways of doing things

#### Manages change

Demonstrates courage, initiative, and perseverance in bringing about meaningful change to support the shared vision

#### Acknowledges outcomes

Creates a positive environment for growth by celebrating success and learning from failure

#### THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

#### THE STATE OF TEXAS PUBLIC EDUCATION GOALS

GOAL #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.

GOAL #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.

GOAL #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.

GOAL #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

#### THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

Objective #1: Parents will be full partners with educators in the education of their children.

Objective #2: Students will be encouraged and challenged to meet their full educational potential.

Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

Objective #4: A well-balanced and appropriate curriculum will be provided to all students.

Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.

Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.

Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.

Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.

Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

# Title I, Part A Schoolwide Components:

- 1. <u>Comprehensive Needs Assessment:</u> A comprehensive needs assessment of the entire school(including taking into account the needs of migratory children as defined in section 1309(2)) that is based on information which includes the achievement of children in relation to the State academic content standards and the State student academic achievement standards described in section 1111(b)(1).
- 2. <u>Schoolwide Reform Strategies:</u> School wide reform strategies that provide opportunities for all children to meet the State's proficient and advanced levels of student academic achievement, use effective methods and instructional strategies that are based on scientifically based research, and that include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the State student academic achievement standards who are members of the target population of any program that is included in the school wide program.
- 3. <u>Instruction by highly qualified teachers:</u> All teachers of core academic subjects and instructional paraprofessionals in a school wide program school meet qualifications required to be highly qualified.
- **4.** <u>High Quality Professional Development:</u> In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the State's student academic achievement standards.
- **5. Strategies to attract high-quality teachers to high-need schools:** The school wide plan must describe the strategies it will use to attract and retain highly qualified teachers.

# Title I, Part A Schoolwide Components:

- **Strategies to Increase Parent Involvement:** Strategies to increase parental involvement in accordance with section 1118, such as family literary services. Strategies must be developed that increase parent involvement.
- 7. <u>Transition</u>: Plans for assisting preschool children in the transition from early childhood programs, such as Head Start, Even Start, Early Reading First, or a State-run preschool program, to local elementary school programs.
- **Teachers Including in Decisions Regarding Assessments:** Measures to include teachers in the decisions regarding the use of academic assessments described in section 1111(b)(3) in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.
- 9. Effective and Timely Assistance to Students Experiencing Difficulty: Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards required by section 1111(b) (1) shall be provided with effective, timely additional assistance which shall include measures to ensure that student difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.
- **10.** <u>Coordination and Integration:</u> Coordination and integration of Federal, State, and local services and programs, including programs supported under this Act, violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.

## **Executive Summary**

- **Demographics Summary:** The current enrollment of Audie Murphy is 820. Our population consists of 99.5 Hispanic students. The enrollment by grade level is 6<sup>th</sup> grade 260, 7<sup>th</sup> grade 274, and 8<sup>th</sup> grade 286. Our subpopulations are 9.2% Special Education, 45% English Learners, 2.6% Migrant, 6.0% Gifted and Talented. Most of our students are Hispanic 99.51%. Our economically disadvantaged is 96.5%. Our attendance for 2019-2020 (98.11%) and 2020-2021 (97.8%) and we don't have any dropouts.
- Comprehensive Needs Assessment Summary: Audie Murphy attained an overall report card grade of C. In Domain 1 (Student Achievement) Audie Murphy's overall score was a 72 (met standard). In Domain I, Reading was 61% approaches, 32% Meets, and 14% Masters, Math was 74% approaches, 42% Meets, and 16% at Masters, Algebra 97%, 7<sup>th</sup> grade Writing was 61% approaches, 29% Meets, and 11% Masters, 8<sup>th</sup> grade Science 77% approaches, 46% Meets, and 20% Masters which they earned a Distinction. 8<sup>th</sup> grade Social Studies 49% were at approaches, 20% Meets, and 7% Masters. In Domain II Part A, we earned a component score of 61(Academic Growth) with a rating of a B. In part B, Relative performance we earned a component score of 39 with F rating. Last, in Domain III, our component score was a 6 in reading 0 out of 7 indicators met. In Math, 2 out of 7 indicators met for growth. We didn't meet our Telpas goal of 36%.
- Curriculum and Instruction and Assessment: Audie Murphy offers a variety of college prep classes and dual language classes with an opportunity for students to earn High school credit and AP credit for Spanish 3 AP. Our RLA and Math/Algebra/Geometry classes are blocked 100% for 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> grade. Teachers are following a district wide curriculum and use CIF, SIOP, and AVID strategies for engaging students and providing differentiated instructional support. Audie Murphy counselors and teachers offer counseling lessons for students during advisory class to meet the social and emotional well-being of our student population.
- Summary of Goals: Audie Murphy will continue to monitor the progress of all students including special populations through formative, summative, and weekly assessments. We will implement reading and writing across all contents, including elective classes. We will have interventions in place to meet the needs of our students. We will continue to increase the number of students in the Meets and Masters level in Domain I. In Domain II, school progress we will continue to have parent meetings and individual conferences with students to let them know what their goal is to meet progress level. In closing the gaps, our 2021-2022 year goals will be to meet all identified indicators in order to accomplish our Domain III targets. We will continue to work with students in the classroom to practice their speaking, think-pair-share and their writing skills to meet our Telpas indicator.

## DEMOGRAPHICS



Audie Murphy	ALL	MALE	FEMALE	SPED	LEP	M1	M2	MIGRANT	ECD	GT	СТЕ
Number	820	411	405	75	367	62	45	20	787	49	182
Percent	100	50.4	49.6	9.4	45	7.6	5.5	2.6	96.5	6.0	22.4

Audie Murphy	ALL	HISPANIC	ASIAN	BLACK	WHITE	AMERICAN INDIAN/ALASKAN
Number	820	816	1	0	3	0
AUDIE MURPHY	100	99.5	0.1%	0.0%	0.37%	0.0%



#### **Data Resources Reviewed**

- 1. 2018-2019/2020-2021 STAAR District Summary Report
- 2. 2020-2021 Attendance
- 3. Discipline Referrals
- 4. PEIMS Demographics
- 5. Walk-through Data
- 6. Parental Involvement Data
- 7. McREL Teacher Formal Evaluations/Goal Setting/Student Learning Objectives
- 8. Upcoming T-TESS Evaluation System Teacher Training/Student Growth Measure (SGM)
- 9. Professional Development Plan
- 10. Teacher Certifications
- 11. TELPAS Scores
- 12. Technology Inventories

Closing the Gap



#### **Demographics**

#### **Special Education:**

The following sources from across the district were used to review the Special Education data by the District Education Improvement Council: State of Texas Assessments of Academic Readiness (STAAR) results, Performance Based Monitoring Assessment System (PBMAS) and State Performance Plan (SPP) indicators to determine strengths and needs of our Special Education students. In addition, the Special Education Department was very involved in the curriculum writing and revision for grades K-12 during the summer to ensure that the general curriculum meets the needs of our special education students. Professional development is also coordinated with the curriculum and instruction department to ensure that all general education teachers are well versed in best practices that support the learning of special education students.

#### Needs:

Student Achievement Data: As evidenced in the STAAR assessments, the results show an achievement gap as follows:

- In Reading, the achievement gap between SpEd and All students 2018-2019 is 38%.
- In Mathematics, the achievement gap between SpEd and All students 2018-2019 is 39%.
- In Writing, the achievement gap between SpEd and All students 2018-2019 is 28%.
- In Science, the achievement gap between SpEd and All students 2018-2019 is 33%.
- In Social Studies, the achievement gap between SpEd and All students 2018-2019 is undetermined due to small sample group.

#### **Personnel Needs:**

The campus must work closely with the Special Education Department and human resource department to ensure that highly qualified teachers and instructional assistants are recruited, hired, and placed in the appropriate educational setting and to implement the inclusion model effectively.

#### **Professional Development Needs:**

The teachers must work closely with the Special Education Department and the Curriculum and Instruction Department and provide PD in the area of co-teaching to implement the inclusion model effectively.

Closing the Gap



#### **Demographics Summary Continued:**

Enrollment at snapshot was 816 of which 367 (45%) are English Learners.

#### **English Learners (EL):**

The following sources from across the district were used to review the Dual Language/English as a Second Language (DL/ESL) Department data by the District Education Improvement Council: State of Texas Assessments of Academic Readiness (STAAR) results, Performance Based Monitoring Assessment System (PBMAS) and TELPAS indicators to determine strengths and needs of our ELL students. The DL Department also worked closely with the human resource department to ensure that highly qualified teachers and instructional assistants were recruited, hired, and placed in the appropriate educational setting. Each curriculum and instruction central office administrator by campus type was also assigned an English Language and Spanish Language Development coach to enhance bi-literacy. In addition, the DL Department was very involved in the curriculum writing and revision for grades K-12 during the summer to address the needs of our ELL students and align the curriculum between English and Spanish Language Arts that led to a more coherent and consistent bi-literacy program. Professional development was also coordinated with the curriculum and instruction department to ensure that all general education teachers utilize best practices that support the learning of ELL students.

#### Strengths:

As evidenced in the STAAR assessments, the results show an improvement in closing the achievement gap as follows:

- In Writing, the achievement gap between ELL and All students is 6%. An increase of 9% from 2018.
- In Science, the achievement gap between ELL and All students is 5%. An increase of 3% from 2018.
- The campus Yearly Progress in TELPAS for students who progressed one proficiency level from 2018 to 2019 was 24%.
  - 6<sup>th</sup> Grade 33 students = 20%
  - 7<sup>th</sup> Grade 19 students = 17%
  - 8<sup>th</sup> Grade 40 students = 36%

Closing the Gap



#### **Demographics Summary:**

Enrollment at snapshot was 816 of which 367 (45%) are English Learners.

#### **English Language Learners (ELL):**

#### **Needs:**

- In All Student Group, the achievement gap between ELL and ALL Students is 5%.
- In Reading, the achievement gap between ELL and All students is 7%.
- In Mathematics, the achievement gap between ELL and All students is 4%.
- In Social Studies, the achievement gap between ELL and All students is 3%.

Closing the Gap



#### **Demographics Summary Continued:**

Enrollment at snapshot was 816 of which 367 (45%) are English Learners.

#### **Economically Disadvantaged**

The following sources from across the district were used to review the Economically Disadvantaged data by the District Education Improvement Council: State of Texas Assessments of Academic Readiness (STAAR) results, and System Safeguards to determine strengths and needs of our Economically Disadvantaged Students.

#### Strengths:

In ALL Student group, the achievement gap between ECD and All students is 1%. An increase of 3% from 2018.

In Reading, the achievement gap between ECD and All students is 1%. Remained the same from 2018.

In Math, the achievement gap between ECD and All students is 0%. An increase of 2% from 2018.

In Writing, the achievement gap between ECD and All students is 0%. An increase of 15% from 2018.

In Science, the achievement gap between ECD and All students is 1%. An increase of 9% from 2018.

In Social Studies, the achievement gap between ECD and All students is 1%. An increase of 3% from 2018.

#### On the STAAR exam:

#### Needs:

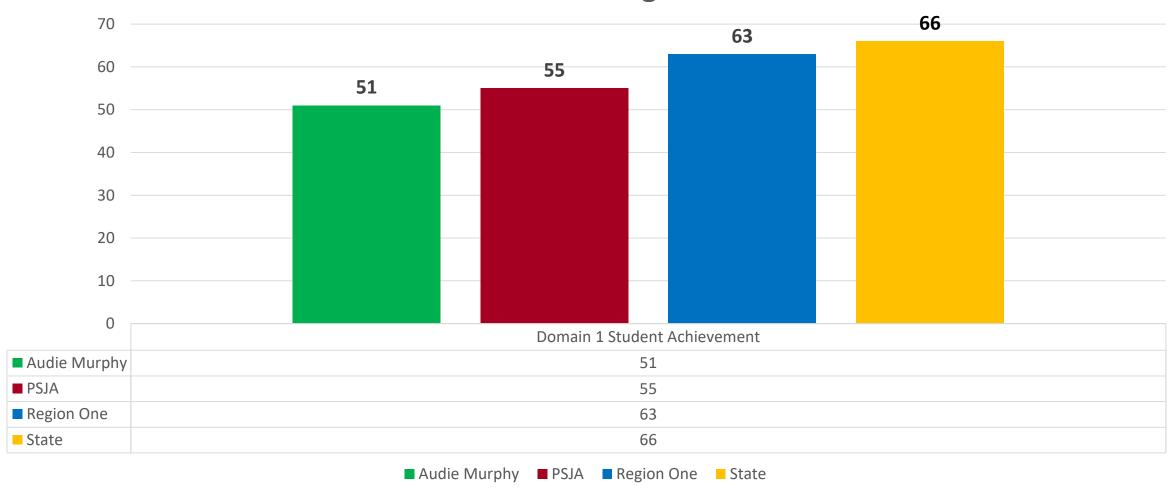
In Social Studies, the achievement gap between ECD and All students is 1%. A decrease of 2% from 2018.

## Student Achievement Summary 2019

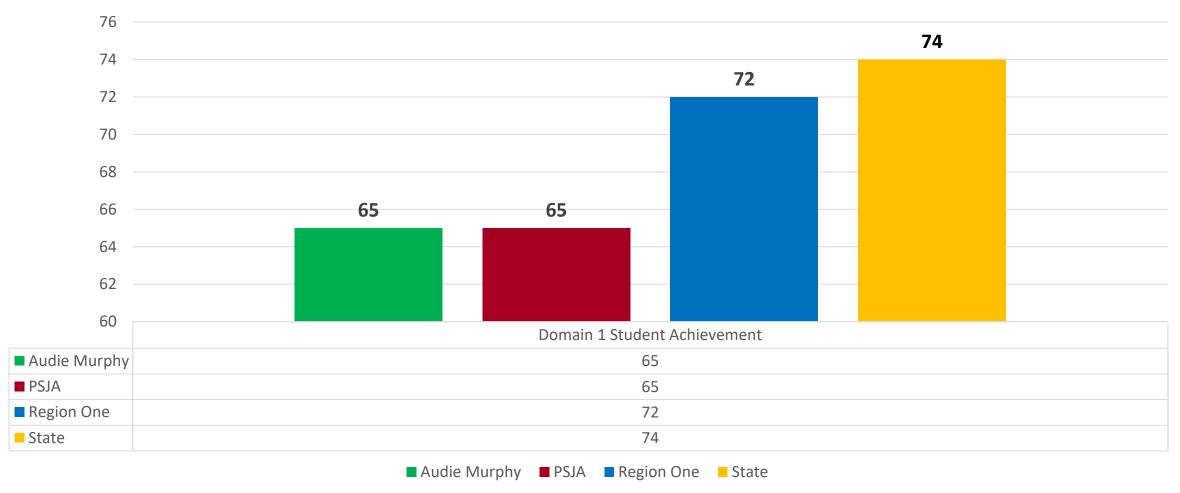


	Audie Murphy Component Score	Audie Murphy Scaled Score	PSJA ISD Component Score	PSJA ISD Scaled Score
Domain 1 Student Achievement	39	71	47 (79%) STAAR Performance Only	<b>87</b> CCMR & Graduation Rate Included
Domain 2  Academic Growth  Relative Performance	61 AG (59%) 39 RP (82%)	82	67 AG 59 RP	89
Domain 3 Closing the Gap	6	47	70	83
Overall Scaled Score		72 Met Standard	All PSJA Campuses	87

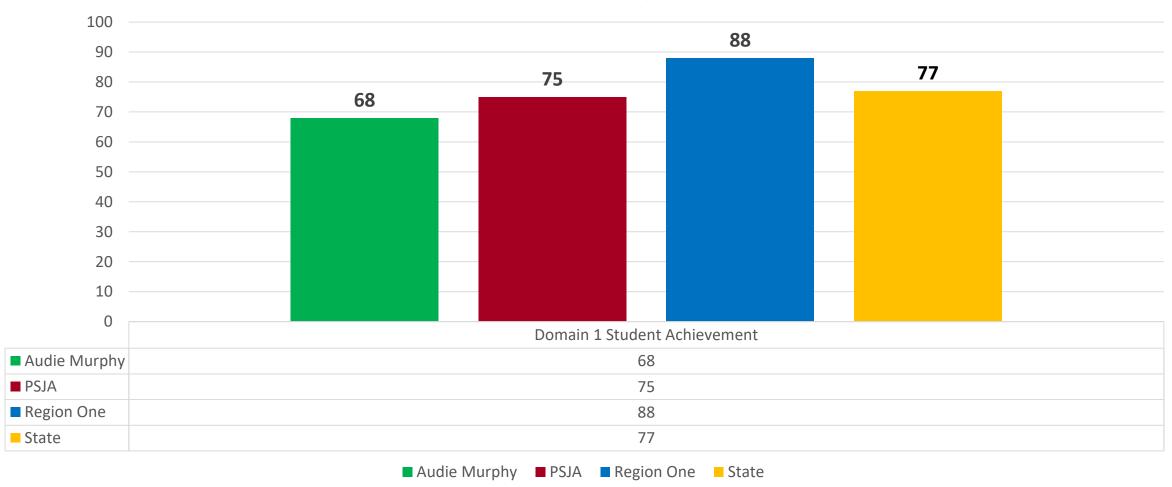
# Student Achievement STAAR 2019 6th Reading



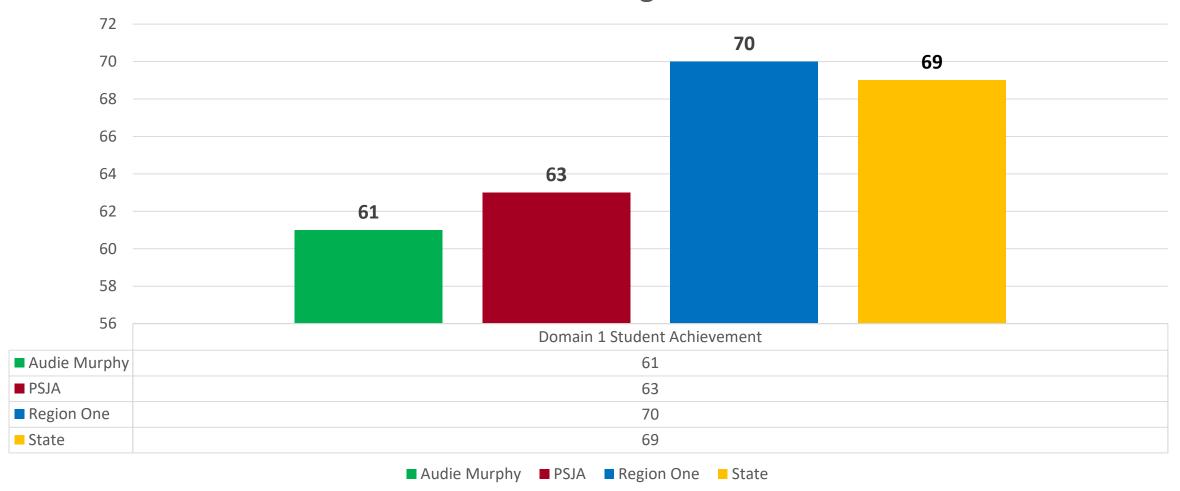
# Student Achievement STAAR 2019 7th Reading



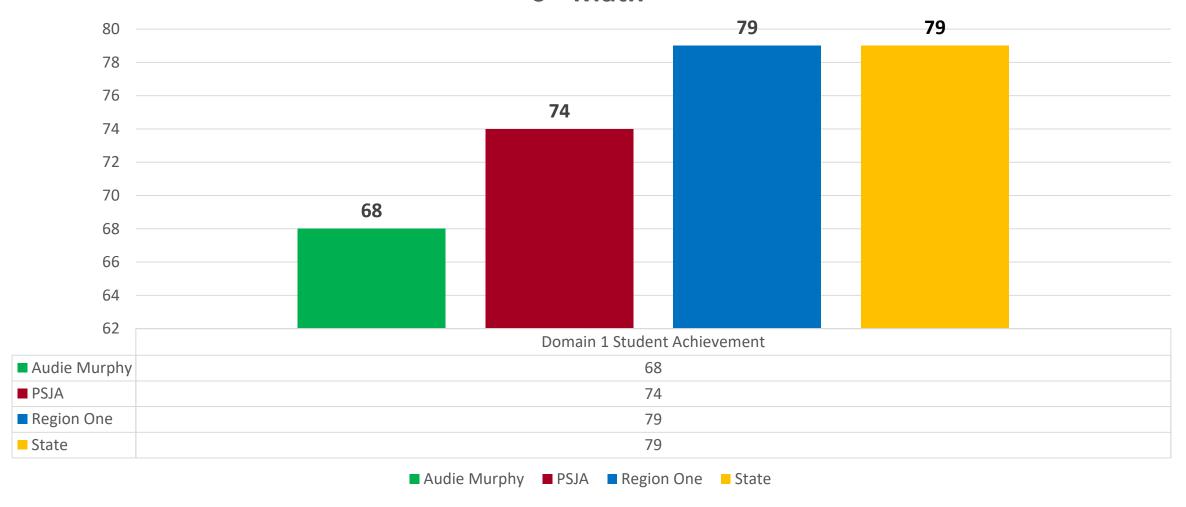
# Student Achievement STAAR 2019 8th Reading



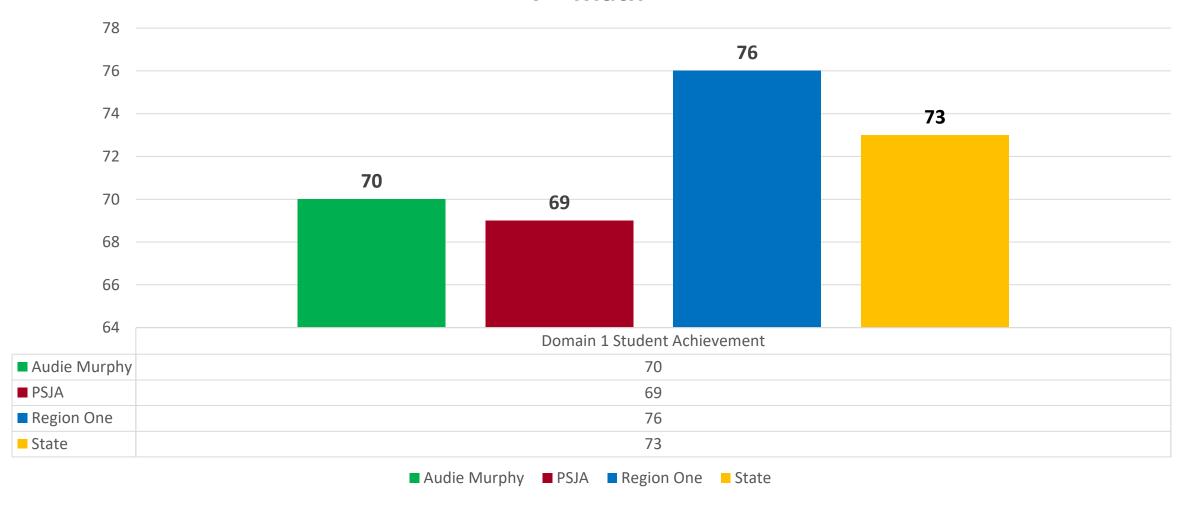
# Student Achievement STAAR 2019 7<sup>th</sup> Writing



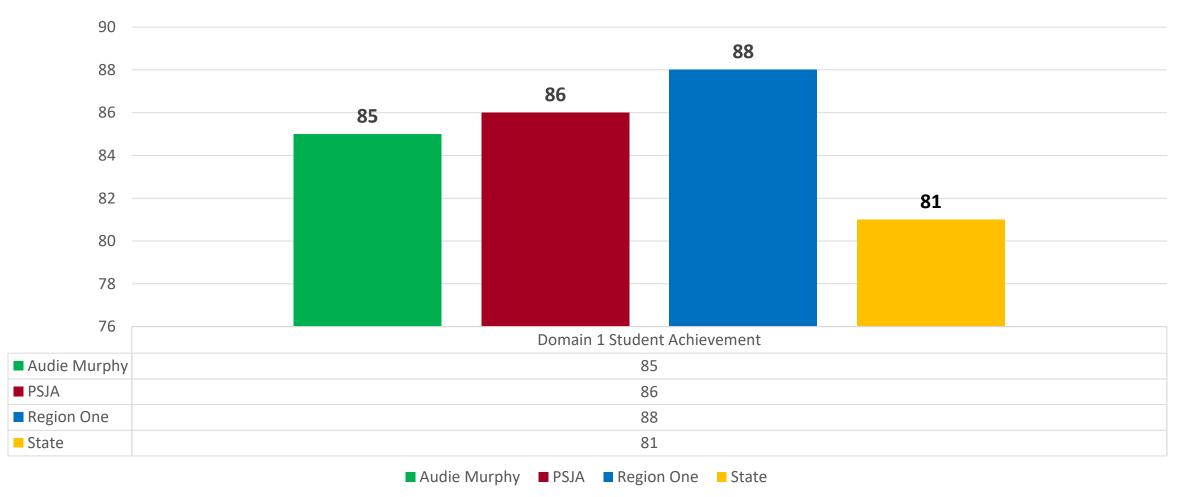
# Student Achievement STAAR 2019 6<sup>th</sup> Math



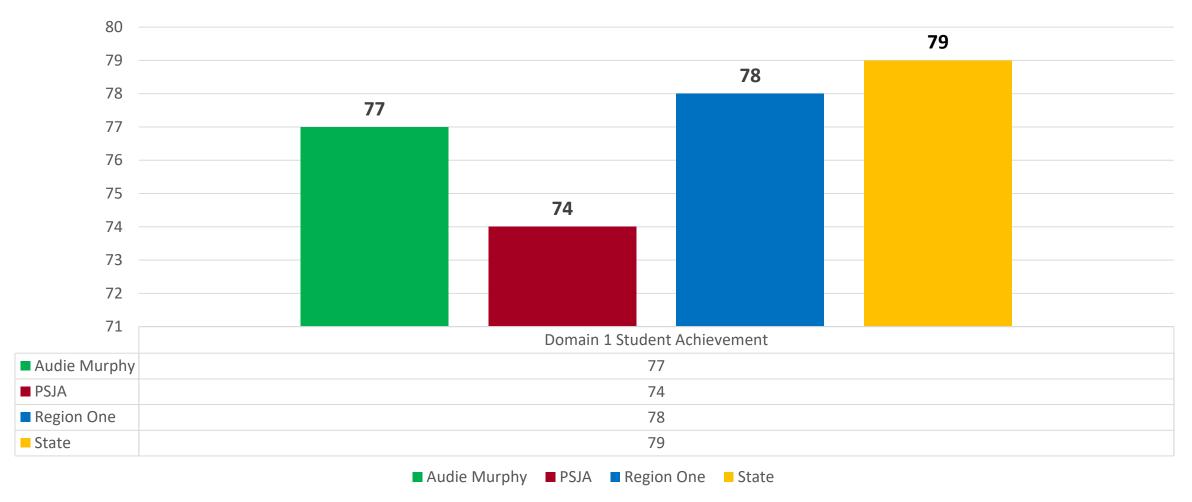
# Student Achievement STAAR 2019 7<sup>th</sup> Math



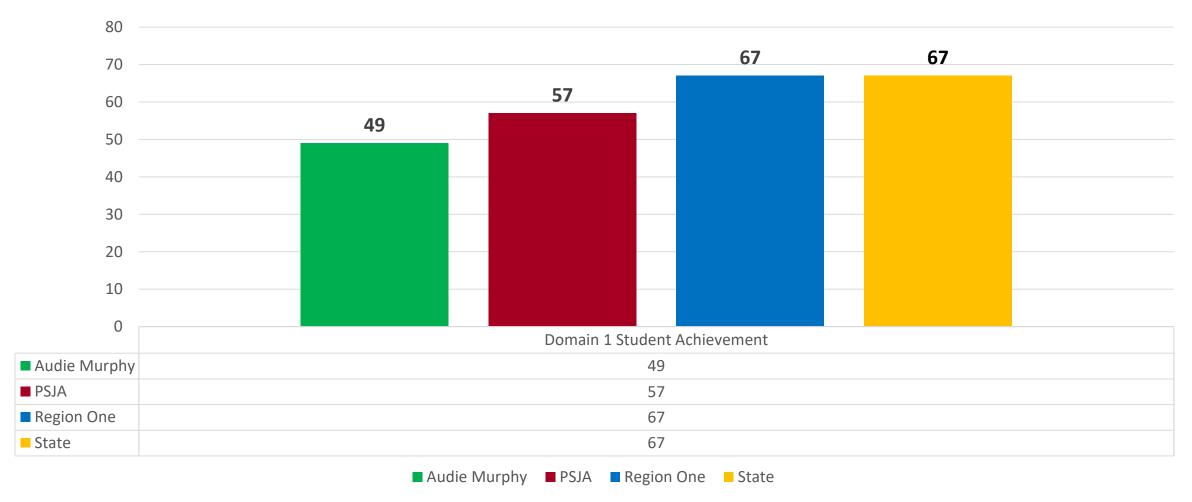
# Student Achievement STAAR 2019 8<sup>th</sup> Math



# Student Achievement STAAR 2019 8<sup>th</sup> Science



# Student Achievement STAAR 2019 8th Social Studies





6 <sup>th</sup> Grade Mathe	matio	CS				
# of <b>Questions</b> Needed to State Performance Stan		% of <b>Students</b> Passing State Assessment at State Standard of 34%	% of <b>Students</b> Passing State Assessment at State Standard of 37%	% of <b>Students</b> Passing State Assessment at State Standard of 37%	Benchmark #1	Goal
Max Raw Score 38		2017	2018	2019	2019/2020	2022
Approaches	14	57%	68%	68%	69%	78%
Meets	23	18%	27%	31%	26%	48%
Masters	30	5%	7%	9%	11%	25%



7 <sup>th</sup> Grade Mathe	matics					
# of <b>Questions</b> Needed s State Performance Sta	ndard	% of <b>Students</b> Passing State Assessment at State Standard of 40%	% of <b>Students</b> Passing State Assessment at State Standard of 40%	% of <b>Students</b> Passing State Assessment at State Standard of 40%	Benchmark #1 2020 - 2021	Goal 2022
Max Raw Score 40		2017	2018	2019	2019	2022
Approaches	16	61%	66%	70%	68%	78%
Meets	25	30%	34%	45%	28%	48%
Masters	33	5%	18%	22%	9%	25%





8 <sup>th</sup> Grade Mathe	matic	S					
# of <b>Questions</b> Needed to State Performance Stan	ndard	% of <b>Students</b> Passing State Assessment at State Standard of 48%	% of <b>Students</b> Passing State Assessment at State Standard of 40%	% of <b>Students</b> Passing State Assessment at State Standard of 40%	BM #1 2019	BM #2 2019	Goal 2022
Max Raw Score 42		2017	2018	2019	2019	2019	2022
Approaches	19	83%	84%	85%	71%	69%	90%
Meets	28	33%	47%	51%	45%	37%	55%
Masters	37	8%	14%	19%	13%	8%	25%



6 <sup>th</sup> Grade Readin	g					
# of <b>Questions</b> Needed to State Performance Stand		% of <b>Students</b> Passing State Assessment at State Standard of 58%	% of <b>Students</b> Passing State Assessment at State Standard of 58%	% of <b>Students</b> Passing State Assessment at State Standard of 58%	Benchmark #1 2020 - 2021	Goal 2022
Max Raw Score 40		2017	2018	2019	2019	2022
Approaches	23	45%	56%	51%	50%	78%
Meets	31	14%	23%	25%	18%	41%
Masters	35	4%	6%	11%	8%	25%



7 <sup>th</sup> Grade Readin	g					
# of <b>Questions</b> Needed to Meet State Performance Standard Max Raw Score 42		% of <b>Students</b> Passing State Assessment at State Standard of 55%	% of <b>Students</b> Passing State Assessment at State Standard of 55%	% of <b>Students</b> Passing State Assessment at State Standard of 55%	Benchmark #1 2020 - 2021	Goal 2022
		2017	2018	2019	2019	2022
Approaches	23	57%	53%	65%	59%	70%
Meets	31	21%	24%	34%	32%	48%
Masters	35	8%	11%	17%	16%	25%



8 <sup>th</sup> Grade Readin							
# of <b>Questions</b> Needed to State Performance Stan		% of <b>Students</b> Passing State Assessment at State Standard of 57%	% of <b>Students</b> Passing State Assessment at State Standard of 57%	% of <b>Students</b> Passing State Assessment at State Standard of 57%	BM #1	BM #2	Goal 2022
Max Raw Score 44		2017	2018	2019	2019/ 2020	2019/ 2020	2022
Approaches	25	73%	74%	68%	62%	71%	78%
Meets	33	33%	34%	38%	39%	44%	48%
Masters	38	10%	15%	15%	17%	18%	25%



7 <sup>th</sup> Grade Writing	3						
# of <b>Questions</b> Needed to Meet State Performance Standard Max Raw Score 46		% of <b>Students</b> Passing State Assessment at State Standard of 54%	% of <b>Students</b> Passing State Assessment at State Standard of 54%	% of <b>Students</b> Passing State Assessment at State Standard of 57%	BM #1	BM #2	Goal 2022
		2017	2018	2019	2019	2019	2022
Approaches	26	58%	47%	61%	62%	71%	70%
Meets	33	21%	22%	29%	39%	44%	46%
Masters	38	8%	5%	11%	17%	18%	25%



8 <sup>th</sup> Grade Science	e					
# of <b>Questions</b> Needed to Meet State Performance Standard Max Raw Score 42		% of <b>Students</b> Passing State Assessment at State Standard of 52%	% of <b>Students</b> Passing State Assessment at State Standard of 55%	% of <b>Students</b> Passing State Assessment at State Standard of 52%	Benchmark #1 2020 - 2021	Goal 2022
		2017	2018	2019	2019/2020	2022
Approaches	22	69%	68%	77%	75%	85%
Meets	30	33%	42%	45%	51%	60%
Masters	35	6%	19%	20%	28%	30%





8 <sup>th</sup> Grade Social S	Studies					
# of <b>Questions</b> Needed to Meet State Performance Standard Max Raw Score 44		% of <b>Students</b> Passing State Assessment at State Standard of 52%	% of <b>Students</b> Passing State Assessment at State Standard of 52%	% of <b>Students</b> Passing State Assessment at State Standard of 50%	Benchmark #1	Goal
		2017	2018	2019	2019/2020	2022
Approaches	22	43%	52%	48%	67%	70%
Meets	31	9%	22%	20%	34%	34%
Masters 45		4%	11%	7%	22%	23%



Algebra 1							
# of <b>Questions</b> Needed to Meet State Performance Standard Max Raw Score 54		% of <b>Students</b> Passing State Assessment TARGET: 70% Masters Audie Murphy	% of <b>Students</b> Passing State Assessment TARGET: 89.5% Masters Audie Murphy	% of <b>Students</b> Passing State Assessment TARGET: 94.5% Masters Audie Murphy	BM #1	BM #2	GOAL
		2017	2018	2019	2020 - 2021	2020 - 2021	2022
Approaches	21	100%	100%	100%	100%	98%	100
Meets	33	95%	100%	100%	88%	98%	100
Masters	41	92%	90%	95%	53%	83%	100

# **2020-2021 Virtual Year STAAR Achievement Results**

Grade	Subject	Total Enrolled	Tested	Percentage of Students tested	Approaches	Meets	Masters
6th	Math	260	90	35%	28%	8%	3%
7th	Math	274	81	30%	35%	12%	2%
8th	Math	286	67	23%	22%	6%	3%
6th	Reading	260	87	33%	34%	9%	5%
7th	Reading	274	85	31%	52%	31%	13%
8th	Reading	286	69	24%	49%	26%	6%
	Social						
8th	Studies	286	74	26%	24%	7%	3%
8th	Science	286	78	27%	41%	18%	5%
7th/8th	Algebra	28	14	50%	100%	86%	50%

# CIP Part 2: Goals, Objectives, Strategies and Action Plans-Planning, Implementing and Monitoring

All Students Performance Rates	Performance Target 2019	PSJA ISD All Students District	Audie Murphy Middle School	Goals 2020
ALL Students	80	75	66	80 Component Score 49
Reading	80	69	61	78%
Math	80	83	74	6 <sup>th</sup> Grade 78% 7 <sup>th</sup> Grade 78% 8 <sup>th</sup> Grade 90%
Writing	80	70	61	70%
Science	80	80	77	85%
Social Studies	80	76	49	70%



EL Current & Monitored Performance Rates	Performance Target 2019	PSJA ISD All Students District	Audie Murphy Middle School	<b>Goals 2021</b>
ALL Students	60	60 69		70
Reading	60	61	54	71
Math	60	80	70	75
Writing	60	67	55	65
Science	Science 60		71	76
Social Studies	60	61	46	61



Special Ed Performance Rates	Performance Target 2019	Target PSJA ISD Audie All Students Murphy District Middle School		<b>Goals 2021</b>
ALL Students	50	48	29	50
Reading	50	39	23	50
Math	50	61	35	50
Writing	50	34	12	50
Science	Science 50		44	50
Social Studies	50	47	33	50



ECO Dis Performance Rates	Performance Target 2019	PSJA ISD All Students District	Audie Murphy Middle School	Goals 2021	
All Students	78	74	65	78	
Reading	78	78 68 60		78	
Math	78	82	74	78	
Writing	78	69	61	78	
Science	ence 78		76	78	
Social Studies	78	75	48	78	

Domain I

# **Target Goals**

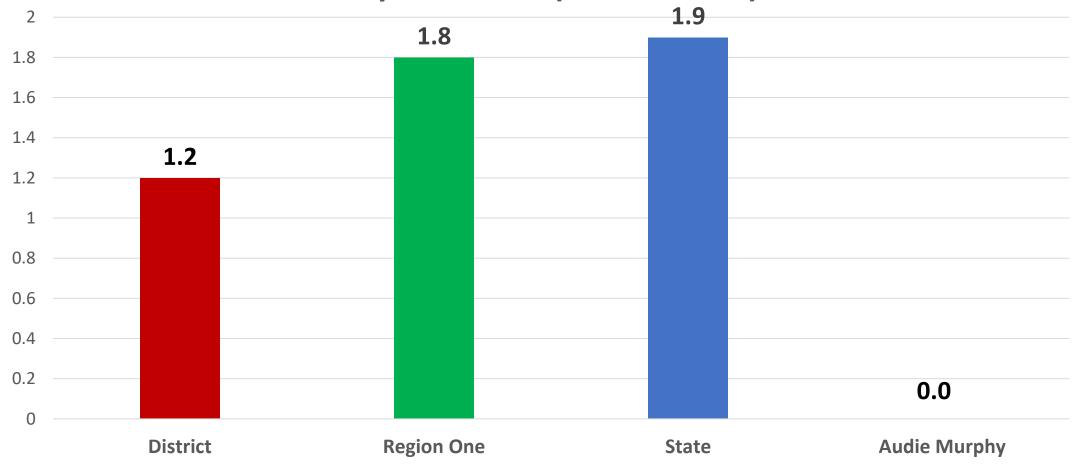
2021-2022	# Enrolled	#@ APP	% Met	# @ ME	% Met	# @ MA	% Met	Total	Grade
Reading									
6th	259	202	78%	106	41%	65	25%	48	С
7th	273	213	78%	131	48%	68	25%	50	В
8th	284	222	78%	136	48%	71	25%	50	В
Math									
6th	259	202	78%	124	48%	65	25%	50	В
7th	273	213	78%	131	48%	68	25%	50	В
8th	284	256	90%	156	55%	71	25%	57	В
Science									
8th	284	241	85%	170	60%	85	30%	58	В
Social Studies									
8th	284	199	70%	97	34%	65	23%	42	С
Writing									
7th	273	191	70%	126	46%	68	25%	47	С
Campus	2473	1939	78%	1177	48%	626	25%	50	В

# **Audie Murphy Middle School**

GOALS 2021-2022

Academic Ac	hieveme	nt (Perce	ntage at f	MEETS Gr	ade Leve	l or Above	)	FIE			Non-			l
		African				Special Ed	Econ.	(Current	Special Ed	Continuously	Continuously	Total	Total	
Campus	All	Amer.	Hispanic	White	Asian	(Current)	Disadv.	and M4)	(Former)	Enrolled	Enrolled	Met	Eval.	
Reading	32	Amer.	32	winte	Asiaii	7	31	26	(Former)	34	23	0	7	ł
argets	44	32	37	60	74	19	33	29	36	46	42			1
2022 Goals	39		38		7-7	12	36	31	30	39	28	3	7	8/14
Math	42		42			12	41	37		44	32	2	7	x .30
argets	46	31	40	59	82	23	36	40	44	47	45			,
022 Goals	47		47			17	46	42		49	37	5	7	17.1
cademic Gr	owth										Non-			l
		African				Special Ed	Econ.	(Current	Special Ed	Continuously		Total	Total	
Campus	All	Amer.	Hispanic	White	Asian	(Current)	Disadv.	and M4)	(Former)	Enrolled	Enrolled	Met	Eval.	
Reading	61	Ameri	61	vviiite	Asiaii	48	61	58	(Former)	61	59	0	7	9/14
argets	66	62	65	69	77	59	64	64	65	66	67			x .50
2022 Goals	67	02	66	03	- / /	53	66	64	03	66	64	5	7	Λ.50
Math	61		62			38	61	58		62	57	0	7	1
Targets	71	67	69	74	86	61	68	68	70	71	70			1
2022 Goals	71		70			50	70	68		67	62	4	7	32.1
		_												
tudent Achi	evement	Domain						LL3			I INCH-			l
Compus		African				Special Ed	Econ.	(Current	Special Ed	Continuously	Continuously		Total	
Campus	All	Amer.	Hispanic	White	Asian	(Current)	Disadv.	and M4)	(Former)	Enrolled	Enrolled	Total Met	Eval.	
Domain I	39		39			14	38	34	(, , , , , , , , , , , , , , , , , , ,	40	32	1	7	5/7 =
argets	47	36	41	56	73	23	38	37	43	48	45		-	x .10
2022 Goals	49		44			19	43	39		48	37	5	7	7.1
nglish Lang	uage Pro	ticiency S	tatus					ELS					Total	l
Campus								Current				Total Met	Eval.	
ELPAS								24				0	1	1/1 =
argets								36				_	-	x .10
2022 Goals								40				1	1	10
OLL GUAIS														66

# **Drop Out Rate (Grades 9-12)**



Source: 2019 TEA Accountability Reports

Audie Murphy Middle School Goal 1: Student Achievement

#### **GOAL AREA I – Reading & Writing**

#### Goal Area 1: Student Achievement – Reading Language Arts

Annual Goal: Students achieving at the meets level or above will increase from 32% to 46% in Reading and students achieving at meets level or above will increase from 29% to 46% as measured by 2022 STAAR Writing Assessments.

Measurable Objective: The percent of students scoring at the meets level will increase by 5% quarterly as measured by benchmarks and STAAR.

Action Steps: Reading & Writing

Ongoing professional development will be provided for teachers, administrators and other staff on state standards, TEKS, curriculum, and instructional strategies. Monitor and intervene when students are not reading on level at each student/teacher conference check point during the year

Provide teacher support in the implementation of materials that align to reading comprehension.

#### **GOAL AREA I – Reading & Writing**

Strategy 2 Persons Responsible/Title Resources Timeline Evidence of Implementation Evidence of Impact Summative Assessment	Title-I School- wide Component
Reading teachers will receive training on TEKS analysis to determine depth and complexity of each student expectation.  Principal Training Materials Tout. Teachers  DMAC reports by subgroups Training Materials Tout. Teachers  DMAC reports by subgroups Training Materials Tout. Tout. Teachers  Training Materials Training Materials Tout. To	Title I Component 2 Component 3 Component 4 Component 8 Component 9

Action Steps: Reading & Writing

Train staff on ELPS strategies, accommodations, differentiated instruction for all students.

Provide teacher support in the implementation of reading materials to meet the needs of all students.

Ongoing PD will be provided for teachers on TEKS analysis and on state standards.

#### **GOAL AREA I – Reading & Writing**

Strategy 3	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/ Summative Assessment	Title-I School- wide Component
Teacher support	District ELA Coordinator	TEKS per content	-Aug. 2021 -Oct. 2021	<ul><li>Curriculum documents</li><li>Lesson plans</li></ul>	<ul> <li>Student Achievement gains on the STAAR</li> </ul>	<ul> <li>Weekly Assessments</li> </ul>	Title I
in the	Principal		-Nov. 2021	- CLL agendas	Writing	-BM I & II -	Component 2
implementation	Dean		-Jan. 2022 -March 2022	<ul><li>Walkthrough documents</li><li>Walkthrough feedback</li></ul>	<ul> <li>Increase on the number of student scoring a 3 or</li> </ul>	-STAAR	Component 4 Component 9
of writing across	Admin Team		-April 2022 -June 2022	<ul> <li>Teacher individual conferences</li> </ul>	better on the essay part of the test	-TELPAS	
all disciplines	CLL					<ul><li>Student Growth Measure [SGMs] Pre/Post Test</li></ul>	
will be provided.	Department Heads						
	Teachers						
	Content Coordinator						

Action Steps: Reading & Writing

Writing portfolios will be implemented across all contents.

Campus Admin team will conduct walkthroughs and provide feedback and coaching.

Teachers will be trained in all contents to make writing visible and have students speak what they have written.

Writing prompts and scoring rubrics will be developed and used district wide.

#### **GOAL AREA I – Mathematics**

#### Goal Area 1: Student Achievement – Mathematics

Annual Goal: Students achieving at the meets level or above will increase from 40% to 50% in Math as measured by 2022 STAAR Writing Assessments.

Measurable Objective: The percent of students scoring at the meets level will increase 3% quarterly as measured by benchmarks.

Strategy 1	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/ Summative Assessment	Title-I School- wide Component
Teachers will use	Principal	Teacher Reading Resources	-Aug. 2021	Imagine Math Program Reports	Student Increase scores on	Formative assessments	Title I
instructional strategies					Imagine Math		Component 2
developed during	Dean	Reading computer programs	-Oct. 2021	Differentiated Lesson plans		CBAs	Component 4
curriculum rollouts and	Adusta Tarra	Tarabanastar	N 2024		Growth in BOY to MOY to	Danish was alle	Component 9
TCLCs to deliver lessons	Admin. Team	Teacher notes	-Nov. 2021	TCLC agendas and sign in sheets	EOY	Benchmarks	
that are engaging and	CLL	Individual student teacher	-Jan. 2022	Sireets	Correlated to STAAR	STAAR	
meet the individual		data		Walkthrough documents	projected measure		
need of all students.	CLF		-March 2022			TELPAS	
Teachers will		Imagine Math (progress			TELPAS increase on the		
incorporate reading	teachers	monitoring)	-April 2022		number of students at Adv.	Student Growth Measure	
and writing into their			L 2022		and High	[SGMs] Pre/Post Test	
daily lessons to support			-June 2022				
student							
comprehension.							

**Action Steps: Mathematics** 

Ongoing professional development will be provided for teachers, administrators and other staff on state standards, TEKS, curriculum, and instructional strategies.

Teachers will use instructional strategies and will spiral activities to engage students in the learning process.

Teachers will use TEKS aligned material and will follow year at a glance and include resources to engage learners at appropriate levels of rigor.

#### **GOAL AREA I – Mathematics**

Strategy 2	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/ Summative Assessment	Title-I School- wide Component
Benchmark	Principal	DMAC reports	-Aug. 2021	-DMAC data reports		-Unit Assessments	Title I
data will be used,	Dean	CLC agendas	-Oct. 2021	Dmac reports by subgroups	increase in student achievement and student	-BM I & II	Component 2 Component 4
along with previous				, , , ,	performance growth.	CTAAD	Component 8
year STAAR data, to monitor the	Admin. Team	Sign-in sheets	-Nov. 2021	-Progress Monitoring Reports		-STAAR	Component 9
progress of each	CLL	Action plans	-Jan. 2022	-Walk-through feedback			
student and ensure	Department Heads	Tutorials	-March 2022	-Lesson Plans			
academic growth.	Content Coordinator	Lesson Plans	-April 2022	-Student/Teacher Conferences			
	Teachers	Walk throughs	-June 2022	-Parent Meetings/Contact Logs			
		Individual Student Profiles					

Action Steps: Mathematics

Teachers will attend PD sessions with math coordinator during six weeks roll outs.

Progress of students will be monitored and plan of intervention for students needing help will occur.

Teachers will use disaggregated data to monitor the progress of each student to ensure academic growth.

#### **GOAL AREA I – Mathematics**

Strategy 3	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/ Summative Assessment	Title-I School- wide Component
Data will be used to	Principal	DMAC reports	-Aug. 2021	-DMAC data reports		-Weekly Assessments	Title I
identify students in need of extended	Dean	CLC agendas	-Oct. 2021	-Data and Item analysis	and closing achievement gaps.	-Unit Assessments	Component 2 Component 3 Component 8
learning	Admin. Team	sign-in sheets	-Nov. 2021	-Progress Monitoring Reports		-BM I & II	Component 9
opportunities.	CLL	Action plans	-Jan. 2022	-Students' Progress Sheet		-STAAR	
	Department Heads	Tutorial	-March 2022	-Walk-through feedback			
	Teachers	Lesson Plans	-April 2022	-Lesson Plans			
		walk throughs	-June 2022				
		Go Math Resources					

Action Steps: Mathematics

Teachers will receive assessment data for their students within 48 hours of the test administration.

Data will be used to inform tutorial lessons and to identify spiraled skills and concepts.

Campus level monitoring of the progress of students will be done immediately following each Benchmark.

#### **GOAL AREA I – Social Studies**

#### Goal Area 1: Student Achievement – Social Studies

Annual Goal: Students achieving at the meets level or above will increase from 20% to 34% in Social Studies as measured by 2022 STAAR Writing Assessments.

Measurable Objective: The percent of students scoring at the meets level will increase 5% quarterly as measured by benchmarks.

Strategy 1	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/	Title-I School-
StrateBy 1						Summative Assessment	wide Component
	Principal	DMAC data	Aug. 2021	Differentiated Lesson plans	Student increase in the	Formative assessments	
Design lessons that are			-Oct. 2021		number passers and		Title I
aligned to the	Dean	Teacher notes	-Nov. 2021	Walkthrough documents	performance at meets	Unit Assessments	Component 2
assessment and			-Jan. 2022		level and above		Component 3
provide students with	Admin Team	Individual student teacher	-March 2022	Teacher/Parent Signature on		Benchmarks	Component 4
opportunities to		data	-April 2022	Monitoring sheet	Growth in BOY to MOY to		Component 8
engage in high level	CLL		-June 2022		EOY	STAAR	Component 9
problem solving and				Targeted Skills Academies			
use of critical thinking	Department Heads					Student Growth Measure	
skills to develop their						[SGMs] Pre/Post Test	
knowledge and	Teachers						
mastery of the TEKS							
•	Content Coordinator						
presented.							

**Action Steps: Social Studies** 

Ongoing professional development will be provided for teachers, administrators and other staff on state standards, TEKS, curriculum, and instructional strategies.

Provide and monitor Social studies tutoring

Provide teacher support in the implementation of materials that align to Social Studies curriculum

#### **GOAL AREA I – Social Studies**

Strategy 2	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/	Title-I School-
_ ·				promonaution		Summative Assessment	wide Component
Campus Leadership Team		DMAC reports	-Aug. 2021	DMAC data reports	BM1	-Unit Assessments	Title I
and department heads will	·			· ·			Component 2
monitor the	Dean	Look for's in walk throughs	-Oct 2021	Curriculum	BM2	-BM I & II	Component 3
implementation of the curriculum content and	Bean	Look for 3 iii walk tili oagiis	Oct. 2021	Carricalani	DIVIZ	DWIT & II	Component 4
TCLC strategies through	Admin Tanna	lusta un daltasti a u	Nav. 2021	Dunanana Manikanina Dananta	Linit Announce	CTAAD	•
calibrated walkthroughs.	Admin. Team	Intervisitation	-Nov. 2021	Progress Monitoring Reports	Unit Assessments	-STAAR	Component 8
cambracca trantem cub.is.							Component 9
	CLL	Lesson Plans	-Jan. 2022	Walk-through feedback			
	Department Heads		-March 2022	Lesson Plans			
	·						
	Content Coordinator		-April 2022				
	content coordinator		7.0111 2022				
	Teachers		-June 2022				
	reactiers		-Julie 2022				

**Action Steps: Mathematics** 

Teachers will attend PD sessions with Social Studies coordinator and Assistant Principal in charge of SS during six weeks roll out.

Progress of students will be monitored and plan of intervention for students needing help will occur.

Teachers will use disaggregated data to monitor the progress of each student to ensure academic growth.

#### **GOAL AREA I – Social Studies**

Strategy 3	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/	Title-I School-
						Summative Assessment	wide Component
Social Studies teachers will		DMAC reports	-Aug. 2021	DMAC data reports	BM1	-Unit Assessments	Title I
plan and conduct targeted	•	·	o .	·			Component 2
tutoring sessions and	Doon	Individual Ctudent Drafiles	Oct 2021	Curriculum	DN 42	DAAL Q II	•
specialized academies for	Dean	Individual Student Profiles	-Oct. 2021	Curriculum	BM2	-BM I & II	Component 3
students needing							Component 4
additional support in	Admin. Team	Lesson Plans	-Nov. 2021	Progress Monitoring Reports		-STAAR	Component 8
identified areas based on							Component 9
data analysis reports.	CLL	Academy Plan and Schedule	-lan 2022	Lesson Plans			
	CLL	Academy Flan and Schedule	-Jan. 2022	Lesson Flans			
	Department Heads		-March 2022				
	Content Coordinator		-April 2022				
			•				
	Teachers		-June 2022				
	reactiers		-Julie 2022				

**Action Steps: Social Studies** 

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The progress of all student groups will be monitored through the disaggregation of data to ensure appropriate planning of academic interventions for student learning.

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CBA/Benchmark data will be disaggregated and used to monitor the progress of each student and ensure academic growth.

-Extended learning opportunities for students not mastering the curriculum will be provided academies, tutorials and enrichment period.

# Audie Murphy Middle School Goal 2: Closing the Gaps

#### GOAL AREA 2 - Reading and Math - Special Education

#### Goal Area 2: Student Achievement – Special Populations

Annual Goal: Special education students achieving at the meets level or above will increase from 7% to 12% in Reading and students achieving at meets level or above will increase from 12% to 50% as measured by 2022 STAAR Writing Assessments and Math from 12% to 17% as measured in 2022 STAAR assessment.

Measurable Objective: The percent of students scoring at the meets level will increase 2% quarterly as measured by benchmarks.

Strategy 1	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/ Summative Assessment	Title-I School- wide Component
Campus level	Principal	Benchmarks	-Aug. 2021	-DMAC data reports	Students in subgroups will make progress	-Unit Assessments	Title I Component 2
monitoring of the progress of special	Dean	Istation Reading	-Oct. 2021	-Campus Performance Reviews (CPR)	towards closing the achievement gap.	-BM I & II	Component 3 Component 4
education students	Admin Team	Imagine Math	-Nov. 2021	-Progress Monitoring	demonent gap.	-STAAR	Component 8 Component 9
will be done immediately	CLL	Systems 44	-Jan. 2022	Reports			
following each Benchmark	Department Heads	Herman Method	-March 2022	-Walk-through feedback			
assessment.	Teachers	Study Sync	-April 2022	-Lesson Plans			
	Diagnostician		-June 2022				

#### **Action Steps: Reading & Math**

Special pop groups data will be reviewed following each district-level Benchmark for progress toward meeting state standards at Meets Grade Level Standard or Above. Professional development training on data analysis will be provided for campus departments.

All teachers will be required to follow the modifications/accommodations for the special education students in their classroom.

#### **GOAL AREA 2 – Reading and Math - Special Education**

Strategy 2	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/ Summative Assessment	Title-I School- wide Component
ELPS training will be provided for all staff	Principal	DMAC reports	-Aug. 2021	DMAC data reports	BM1	-Unit Assessments	Title I Component 2
members to serve the needs of our EL students. All staff will complete the	Dean	Look for's in walk throughs	-Oct. 2021	Curriculum	BM2	-BM I & II	Component 3 Component 4
SIOP modules.	Admin. Team	Intervisitation	-Nov. 2021	Progress Monitoring Reports		-STAAR	Component 8 Component 9
	CLL	Lesson Plans	-Jan. 2022	Walk-through feedback			
	Department Heads		-March 2022	Lesson Plans			
	Teachers		-April 2022				
			-June 2022				

Action Steps: Reading and Math - Special Education

Include supplemental aids, ELPs strategies in the curriculum guides to enhance the overall instructional program.

Monitor the progress of all students including special population students, i.e. special ed, ECD, HISP, continuously enrolled, non continuously enrolled, EL, etc., through district formative assessments. Monitor campus implementation of accommodations, co-teaching, inclusion support and interventions to accelerate student progress.

#### GOAL AREA I – Reading and Math - Special Education

Strategy 3	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/ Summative Assessment	Title-I School- wide Component
Data will be used to inform tutorial lessons and to identify skills that will be retaught using supplemental aids and applicable resources that correspond with student's IEPs.	Principal Dean	Unit assessments  Benchmark assessments  Systems 44  STAAR release assessments	-Oct. 2021 -Nov. 2021 -Jan. 2022 -March 2022	-DMAC data reports			Title Title I Component 2 Component 3 Component 4 Component 8 Component 9

Action Steps: Reading and Math - Special Education

Use data to for each specific assessment to identify students' needs

Data will be used to inform tutorial lessons and to identify spiraled skills and concepts

Data will be used to identify students in need of extended learning opportunities

#### **GOAL AREA 2 – Reading and Math - English Learners (EL)**

#### Goal Area 2: Student Achievement – Special Populations

Annual Goal: English Learners (EL) students achieving at the meets level or above will increase from 26% to 31% in Reading and students achieving at meets level or above will increase from 37% to 42% for Math as measured by 2022 STAAR Assessments.

Measurable Objective: The percent of students scoring at the meets level will increase 5% quarterly as measured by benchmarks.

Strategy 1	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/ Summative Assessment	Title-I School- wide
							Component
Monitor the	Principal	Benchmarks	-Aug. 2021	-DMAC data reports	Students in subgroups will	-Unit Assessments	Title I
progress of all EL					show progress towards		Component 2
students using	Dean	Istation Reading		•	Ŭ.	-BM I & II	Component 3
•				Reviews (CPR)	gap.		Component 4
district formative	Admin Team	Systems 44	-Nov. 2021			-STAAR	Component 8
and summative				-Progress Monitoring Reports			Component 9
assessments·	CLL	Study Sync	-Jan. 2022				
	<b>5</b>			-Walk-through feedback			
	Department Heads		-March 2022	Lancar Diagram			
	Taaabara			-Lesson Plans			
	Teachers		-April 2022				
	Bilingual Director		-June 2022				
	Dilligual Director		-Julie 2022				

#### **Action Steps: Reading and Math - English Learners**

Monitor the progress and implementation of ELP strategies to accelerate the progress of EL's.

Professional development training on data analysis will be provided for campus departments.

All teachers will be required to follow the strategies in the curriculum to enhance overall performance for English Learners students in their classroom.

#### **GOAL AREA I – Reading and Math - English Learners**

Strategy 2	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/ Summative Assessment	Title-I School- wide Component
ELPS training will be provided for all staff	Principal	DMAC reports	-Aug. 2021	DMAC data reports	BM1	-Unit Assessments	Title I
members to serve the needs of our EL students. All staff will complete the		Look for's in walk throughs	-Oct. 2021	Curriculum	BM2	-BM I & II	Component 2 Component 3 Component 4
SIOP modules.	Admin. Team	Intervisitation	-Nov. 2021	Progress Monitoring Reports		-STAAR	Component 8
	CLL	Lesson Plans	-Jan. 2022	Walk-through feedback			Component 9
	Department Heads		-March 2022	Lesson Plans			
	Teachers		-April 2022				
			-June 2022				

Action Steps: Reading and Math English Learners

Include supplemental aids, ELPs strategies in the curriculum guides to enhance the overall instructional program.

Monitor the progress of all students through district formative assessments.

Monitor campus implementation of accommodations and interventions to accelerate student progress.

Monitor the strategic action plan for all EL's to ensure students are making progress towards advancing one or more proficiency levels on TELPAS assessment.

#### GOAL AREA I – Reading and Math - English Learners

Strategy 3	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/ Summative Assessment	Title-I School- wide Component
Data will be used to		Unit Assessments	-Aug. 2021	-DMAC data reports	Student achievement	-Unit Assessments	Title I
inform tutorial lessons	Principal				gains and closing		Component 2
and to identify skills		Benchmark assessments	-Oct. 2021	-Campus Performance	achievement gaps.	-BM I & II	Component 3
that will be retaught	Dean			Reviews (CPR)			Component 4
using supplemental			-Nov. 2021			-STAAR	Component 8
aids and applicable	Admin Team			-Progress Monitoring			Component 9
resources that			-Jan. 2022	Reports			
correspond with	CLL						
student's individual			-March 2022	-Walk-through feedback			
instructional needs –	Department Heads						Local Funds 2a,
proficiency level skills			-April 2022	-Lesson Plans			9a, 9b
needed to make	Teachers						
progress.			May 2022				
			-June 2022				

Action Steps: Reading, Writing and Math English Learners

Use data for each specific assessment to identify students' needs

Data will be used to inform tutorial lessons and to identify spiraled skills and concepts

Data will be used to identify students in need of extended learning opportunities

Lessons will be planned to support students with enhancing skills in the areas of listening, speaking, reading, and writing.

# Audie Murphy Middle School Goal 3: Improve Safety, Culture and Climate Including Safety and Violence Prevention

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Assist students with (medical, dental, vision and hearing services) Action Steps: -coordinate with social services agencies -provide referral for services	Nursing Staff	-SCE and T1, School based clinic NCDV, DHR, STHS, Catholic charities, Dentist who care, Kiwanis, Virtual Care Services, VSP (vouchers)	August 2021 Sept. 2021 Oct. 2021 Nov. 2021 Dec. 2021 Jan. 2022 Feb. 2022 Mar. 2022 Apr. 2022 May 2022 June 2022	-Assistance provided to students as needed	-Health Needs Met	-Side by side data analysis	-Title 1#2, 10
Improve the management, attendance, education and care of children with asthma. Action Steps: -Ensure that all staff is trained about asthma symptoms, triggers and resources.	-Nursing Staff	-National Asthma Education and Prevention Program -Asthma and Allergy Foundation of America -Local health care providers	August 2021 Sept. 2021 Oct. 2021 Nov. 2021 Dec. 2021 Jan. 2022 Feb. 2022 Mar. 2022 Apr. 2022 May 2022 June 2022	-Created a hotspot map of students with asthma to determine congestion of illness Peak flow meters available for all asthmatic by health services -Assist with all medical asthmatic needs when needed	-Less asthma related emergencies	-Side by side data analysis	-Title 1#2, 10

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Improve adolescent general well-being by increasing knowledge and access to medical and mental health care.	-Nursing Staff	-School based clinics -Local health care providers -Local hospitals	August 2021 Sept. 2021 Oct. 2021 Nov. 2021 Dec. 2021 Jan. 2022 Feb. 2022 Mar. 2022 Apr. 2022 May 2022 June 2022	-Live monitoring of uninsured students with dashboards by individual campus and student	-Decrease percentage of student without a medical home	-Side by side data analysis	-Title 1#2, 10

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Action Steps: -Use a common or national outcome measures and/or tool to assess well-beingDevelop and disseminate a best-practices document for community providersRefer children to the appropriate medical services (school - based clinics)	-Nursing Staff -Counselors	-Behavioral Centers -PSJA LPC	August 2021 Sept. 2021 Oct. 2021 Nov. 2021 Dec. 2021 Jan. 2022 Feb. 2022 Mar. 2022 Apr. 2022 May 2022 June 2022	-Brochure with available services information included	-Feedback from team after drill is completed, successful use of actual plan implemented for emergencies	-Side by side data analysis	-Title 1#2, 10
-Provide support services including determent of bullying/emotional abuse, suicide risk. Action Steps: -Continued use of the bullying/suicide box	-Director of Health Services -Nursing Staff	-Behavioral Centers -PSJA LPC	August 2021 Sept. 2021 Oct. 2021 Nov. 2021 Dec. 2021 Jan. 2022 Feb. 2022 Mar. 2022 Apr. 2022 May 2022 June 2022	-Presentation for students	-Feedback from team after drill is completed, successful use of actual plan implemented for emergencies	-Side by side data analysis	-Title 1#2, 10

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
-Increase the safety of all students and staff Action Steps: -The Emergency Response Plan/Team will be revised and modified annually -Training for staff on managing students while emergency is taking place	-Director of Health Services -Nursing Staff -Emergency Response Team	-Emergency medical services from Pharr, San Juan and Alamo	August 2021 Sept. 2021 Oct. 2021 Nov. 2021 Dec. 2021 Jan. 2022 Feb. 2022 Mar. 2022 Apr. 2022 May 2022 June 2022	-Nurses conduct impairment assessment as needed.	-Resource referral issued to every student at risk for drug use or violent behavior.	-Side by side data analysis	-Title 1#2, 10

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Training all school staff on lockdown procedures	-Principal -Assistant Principals -Head Security	-Local Funds	August 2021 Sept. 2021 Oct. 2021 Nov. 2021 Dec. 2021 Jan. 2022 Feb. 2022 Mar. 2022 Apr. 2022 May 2022 June 2022	-Minimum two lock downs per campus per school year	-Schools are prepared for emergency situations	-Side by side data analysis	-Title 1#2, 10
Training all school staff on fire drill procedures	-Principal -Assistant Principals -Head Security	-Local Funds	August 2021 Sept. 2021 Oct. 2021 Nov. 2021 Dec. 2021 Jan. 2022 Feb. 2022 Mar. 2022 Apr. 2022 May 2022 June 2022	-One fire drill conducted per month	-Schools are prepared for emergency situations	-Side by side data analysis	-Title 1#2, 10

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Training all security staff to always be professional and courteous to all students and staff	-Principal -Assistant Principals	-Local Funds	August 2021 Sept. 2021 Oct. 2021 Nov. 2021 Dec. 2021 Jan. 2022 Feb. 2022 Mar. 2022 Apr. 2022 May 2022 June 2022	-Security officers dress and act professionally	-Better and improved interactions between security guards and staff, and students	-Side by side data analysis	-Title 1#2, 10

# Audie Murphy Middle School Goal 4: Increase Staff quality, Recruitment and Retention

# **Goal 4: Increase Staff Quality, Recruitment and Retention**

Annual Goal: 100% of all teachers will be highly certified.

Measurable Objective: 100% of all teachers will be retained at the end of the school year.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Hire University Student Interns that have demonstrated excellence in the classroom	-Principals recommend to HR students interns that should be offered a contract	-UTRGV, Texas A&M Kingsville, STC	-Fall -Spring	- Hiring of Student Interns	-Better adjustment for new teachers	-Higher retention rate of new teachers	Title 1 - # 4
New teacher Professional Development and instructional coaching support for those in need to improve delivery of classroom instruction.	-Collaborative Learning Leader	-Local funds	-Aug. 2021 – May 2022	-Sign-In Sheets -Instructional Coaching Log -Coaching schedules	-Benchmark scores, student achievement gains, closing achievement gaps	-CBAs, BMs, STAAR, TELPAS	Title 1 - # 4
On-going professional development of District Curriculum	-Principal -Assistant Principals -Collaborative Learning Leader	-Local funds	-Aug. 2021– May 2022	Sign-In sheets for curriculum development and revisions	-Better implementation of curriculum More alignment	-CBAs, BMs, STAAR, TELPAS	Title 1 - # 4
Instructional coaching support  New teachers Other teachers needing support Intra-visitations	-Principal -Assistant Principals -Collaborative Learning Leader	-Local funds	-Aug. 2021 – May 2022	-Sign-In Sheets -Instructional Coaching Log -Coaching schedules -Intra-visitations	-McREL Teacher Evaluation Proficiency level increase to the Proficient, Accomplished and Distinguished levels	-CBAs, BMs, STAAR, TELPAS	Title 1 - # 4

# **Goal 4: Increase Staff Quality, Recruitment and Retention**

Annual Goal: 100% of all teachers will be highly certified.

Measurable Objective: 100% of all teachers will be retained at the end of the school year.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Campus Mentor	-Principal -Assistant Principals -Collaborative Learning Leader	-Experience teachers that have been trained as mentors. ACT-RGV	-Aug. 2019 – May 2021	-Mentor Logs	-Increase in teacher satisfaction and moral -Improvement in student performance	-McRel Evaluation -Student Academic Performance	Title 1 - # 4
Implement an effective instructional coaching system with on-going professional development	-Principal -Assistant Principals -Collaborative Learning Leader	-Title One Local Funds	-Aug. 2019 – May 2021	-Sign-In Sheets -Coaching logs -Coaching schedules	-McREL Teacher Evaluation Proficiency level increase to the Proficient, Accomplished and Distinguished levels	-McREL Mid-term and summative evaluations -SLO obtainment	Title 1 - # 4
Monthly Collaborative Instructional Review, i.e. Instructional Rounds led by campus Instructional Coaches	-Principal -Assistant Principals -Collaborative Learning Leader	-Title One Local Funds	-Aug. 2019 – May 2021	-Sign-In Sheets -Coaching logs -Coaching schedules	-McREL Teacher Evaluation Proficiency level increase to the Proficient, Accomplished and Distinguished levels	-McREL Mid-term and summative evaluations -SLO obtainment	Title 1 - # 4
Monthly progress monitoring campus visits and Instructional rounds	-Principal -Assistant Principals -Collaborative Learning Leader	-Title One Local Funds	-Aug. 2019 – May 2021	-Sign-In Sheets -Coaching logs -Coaching schedules	-McREL Teacher Evaluation Proficiency level increase to the Proficient, Accomplished and Distinguished levels	-McREL Mid-term and summative evaluations	Title 1 - # 4
Provide teacher with ongoing professional development in Reading/Writing, Math, Science, and Social Studies to support needs identified in the campus improvement plan.	-Principal -Assistant Principals -Collaborative Learning Leader	-Title One Local Funds	-Aug. 2019 – May 2021	-Agenda -Registration -Other travel expenses	-Increase in student achievement	-CBAs, BMs, STAAR, TELPAS	Title 1 - # 4

# Audie Murphy Middle School Professional Development

# Audie Murphy Middle School Professional Development

### Tuesday August 17, 2021 ERO #199070

Impuse II, 2021 Elec 1135010				
TIME	TOPIC	DESCRIPTION	PRESENTER	ROOM
8:00am - 8:45am	Breakfast Welcome & Ice Breaker	Team Building Activity Introduction of New Staff Summer Birthdays	Margaret Carranza Flor Villarreal	TEAMS
8:45am - 9:45am	Climate and Culture	REACH Campus Expectations	Robert Sanchez	TEAMS
9:45am - 10:45am	Accountability Updates	HB 4545 Data Review Goal Setting	Lizette Longoria	TEAMS
10:45am - 11:00am		Break		
11:00am - 12:00am	Campus Mission and Vision	Review and Update	E lisa Trevino Margaret Carranza	TEAMS
12:00pm - 1:30pm		Lunch		
1:30pm - 4:00pm	Districtwide Convocation	Dr. Jorge Arredondo, Superintendent Keynote Speaker ERO #198944	District Representative	TEAMS

# **Audie Murphy Middle School**

# Wednesday August 18, 2021 ERO #199099

TIME	TOPIC	DESCRIPTION	PRESENTER	ROOM
8:00am - 8:45am	Breakfast Welcome & Ice Breaker	Team Building Activity KAHOOT	Margaret Carranza Lizette Longoria	TEAMS
8:45am - 10:00am	T-TESS	Texas Teacher Evaluation System	Velma Villarrel Flor Villarreal	TEAMS
10:00am - 10:15am		Break		
10:15am - 11:45am	T-TESS	Texas Teacher Evaluation System	Velma Villarrel Flor Villarreal	TEAMS
11:45am - 1:00pm		Lunch		
1:00pm - 4:00pm	T-TESS	Texas Teacher Evaluation System	Velma Villarrel Flor Villarreal	TEAMS

# **Audie Murphy Middle School**

## Thursday August 19, 2021 ERO #199108

TIME	TOPIC	DESCRIPTION	PRESENTER	ROOM	
8:00am - 11:45am	Content Curriculum	Curriculum Rollout	Content Coordinators	TBD	
8:00am - 11:45am	Fine Arts - Student Learning Loss and Social Emotinal Needs PE - TEKS Updates, Covid - 19 Special Ed Updates, and Scope and Sequence SPED - Unique Program Training		District Staff	Fine Arts: TBA PE: 192842 check in: PE1 Sped: 193396	
11:45am - 1:00pm		Lui	nch		
1:00pm - 1:30pm	Sexual Harrassment/ Bullying	State Mandated Training	Yvonne Galindo Lisandro Espinoza	TEAMS	
1:30pm - 1:45pm	Copyright	Rules and Regulations	Gina Huerta	TEAMS	
1:45pm - 2:15pm	Procedures	Teacher Binders	Margaret Carranza	TEAMS	
2:15pm - 2:45pm	Teacher Handbook	Staff	Elisa Trevino	TEAMS	
2:45pm - 3:15	Building Relationships	Advisory AVID Testimonials	Lizette Longoria	TEAMS	
3:15pm - 4:00pm	Book Study	Differentiated Instruction & The Dimensions of Engaged Teaching	Lizette Longoria	TEAMS	

# Resources

All Core Content Subjects and Subgroups Resources	Resources
All students, all contents and student subgroups/needs: Purchase of consumables in all content areas as needed  Implement a continuous monitoring program to ensure continuity and consistency of the curriculum: Conduct grade level meetings to disseminate information, assure adherence to timelines and curriculum standards, sharing of ideas, analyzing student progress, etc.  • Review grade books and lesson plans	
<ul> <li>Review student class portfolios</li> <li>Review individual student STAAR profiles</li> <li>Vertical academic teams</li> <li>Meet regularly to plan lessons (CLC and content team planning)</li> <li>Accelerated Reader testing and monitoring</li> <li>Use student engagement protocols/CIF</li> <li>Conduct after school and Saturday tutorials for accelerated instruction</li> <li>Conduct content academies</li> </ul> Conduct grade level meetings to analyze data to include:	Title 1 211  Local Funds 199  SCE
<ul> <li>STAAR</li> <li>LAS/TELPAS</li> <li>STAAR Alt., A</li> <li>Subgroup Data</li> <li>TEA Reports</li> <li>DMAC</li> </ul>	ESSR
Identify needs of all special populations  Identify, select and implement instructional programs to meet the needs of all population groups in all subject areas.	

Resources	Resources
<u>ELA</u>	
Reading Portfolios	
Fluency Timers	
Individual Student Profiles	
Reading STAR Program	
Thinking Maps	
Provide classrooms libraries/programs	
Class sets – novels	
• Newspapers	Title 1 211
• Magazines	
• Dictionaries	
• Thesaurus	Local Funds 199
Internet Resources	
Response to Intervention (RTI)	665
Bulletin Boards for displaying student work and projects	SCE
Provide after school and Saturday tutorial snacks on tutoring days.	
<ul> <li>Purchase supplemental workbooks, supplies/materials and equipment/hardware to meet the new STAAR requirements in all</li> </ul>	FCCD
core content areas.	ESSR
Copier Lease	
Purchase Supplies/Materials as needed for all academic core classes	
<ul> <li>Purchase technology supplies and equipment to support lesson delivery in all classrooms</li> </ul>	
*To use <b>District Print Shop</b> for instructional purposes in any core content area.	

All Core Content Subjects and Subgroups Resources	Resources
ELA Coninued	
<ul> <li>Provide a literature – rich environment by increasing the number of novels in the classroom and school library and make available to all students</li> <li>ESL Dictionaries</li> <li>Books on CD/MackinVIA ebooks</li> </ul>	
<ul> <li>Vocabulary Word Walls</li> <li>ELPS Strategies</li> <li>Accelerated Reader – Renaissance</li> </ul>	Title 1 211
<ul> <li>Utilize Benchmark/ STAAR/TELPAS results to help students</li> <li>Lesson Plans</li> <li>Graphic Organizers</li> <li>TEKS – STAAR</li> </ul>	Local Funds 199
<ul> <li>STAAR / STAAR Alt , A</li> <li>Interactive Notebooks</li> <li>Study Sync</li> </ul>	SCE
<ul><li>I-Station</li><li>DMAC</li><li>ETS Criterion</li></ul>	ESSR
Region One Service Center	

All Core Content Subjects and Subgroups Resources	Resources
<u>SCIENCE</u>	
STEM – buy consumables	
<ul><li>Lead4ward</li><li>Provide classrooms libraries/programs</li></ul>	
General Supplies for Academies, Content Camps, and Classroom Lessons	
<ul><li>Purchase laboratory specimens</li><li>Science Fusion</li></ul>	Title 1 211
Nearpod	
• DMAC	Local Funds 199
SCIENCE – EL	SCE
Science Enrichment Course	ECCD.
	ESSR
Professional Development	
• HESTEC	
RGVSA     CAST	

All Core Content Subjects and Subgroups	Resources
MATH  TI – Inspire Calculators  Four function calculators  White Boards  General Supplies for Academies, Content Camps, and Classroom Lessons  Lead4ward  Go Math  Imagine Math  PSJA Teacher Instructional Guide	Title 1 211 Local Funds 199
Professional Development  • Math Conference	SCE
• TMSCA	ESSR

All Core Content Subjects and Subgroups Resources	Resources
Social Studies  Jarrett Books Sirius Books General Supplies for Academies, Content Camps, and Classroom Lessons Provide additional tutoring and reinforcement to students identified at risk of failing Interactive Notebooks Connect Ed Reading Essentials NewsELA Textbook – McGraw-Hill ELPS Lead4ward  Social Studies – EL Enrichment Course	Title 1 211 Local Funds 199 SCE ESSR

All Core Content Subjects and Subgroups	Resources
Professional Development	
<ul> <li>Establish continuous professional staff development in identified areas of need</li> <li>Reading academy for the struggling readers</li> <li>SIOP (Sheltered Instruction Observation Protocol)</li> </ul>	
<ul> <li>Cooperative Learning</li> <li>Train all teachers in GT strategies</li> <li>AP/Pre-AP Inservice</li> </ul>	
<ul> <li>Jane Schaffer Writing Training</li> <li>Diana Ramirez</li> </ul>	Title 1 211
<ul> <li>AdvancED (Accreditation Engagement Review)</li> <li>Region One Service Center</li> <li>CAST (Science)</li> </ul>	Local Funds 199
<ul> <li>Curriculum Writing</li> <li>Lead4Ward- Conference</li> <li>Lead4ward-Webinars- All Contents</li> </ul>	SCE
<ul> <li>McGraw-Hill Consulting</li> <li>Personalized Learning PD by Content</li> <li>Imagine Math</li> </ul>	ESSR
<ul> <li>Trail of Bread Crumbs – Gretchen Bernabei (Writing Consultant)</li> <li>Campus Improvement Planning Team Meetings</li> <li>Reading Apprenticeship Across all Disciplines (RAAD)</li> </ul>	
<ul> <li>RICE/TAPIA Center for Excellence and Equity (Students and Staff)</li> <li>Authentic Literacy PD</li> </ul>	
Duke Tip     TMSCA	

All Core Content Subjects and Subgroups	Resources
Professional Development	
Provide continuous staff development in:	
Data analysis to identify language proficiency levels	
Data analysis to inform instruction	
ESL strategies/SIOP	
Instructional Academies	
After school & Sat. tutoring/Accelerated Instruction	T:-10 1 211
Differentiated Instruction/ Google Classroom	Title 1 211
LAS Training	
LPAC Training	Local Funds 199
Attending ESL Conferences	Local Fullus 199
Author visits - library	
Motivational Speakers	SCE
Dual Language	3CE
University Interscholastic League (UIL)	
School Improvement Conference	ESSR
Middle Schools Matter Conference	ESSK
• HESTEC	
RGVSA Conference	
CAST Conference	

Resources
Title 1 211
Local Funds 199
SCE
ESSR

All Core Content Subjects and Subgroups Technology	Resources
<ul> <li>Integrate technology into the curriculum to reinforce and enhance math skills.</li> <li>Data Projectors and data projector parts</li> <li>All in one classroom computers</li> </ul>	
<ul> <li>Document Cameras</li> <li>Classroom Clickers</li> <li>Classroom Speakers (content academies)</li> </ul>	Title 1 211
<ul> <li>Classroom microphones</li> <li>Presentation Screens (content academies)</li> <li>Presentation Technology Carts (content academies)</li> </ul>	Local Funds 199
<ul> <li>I-Pads</li> <li>Mobile Classroom Labs</li> <li>Software</li> </ul>	SCE
<ul> <li>Software</li> <li>Brainpop</li> <li>Imagine Math/I-station</li> <li>Herman Method</li> </ul>	ESSR
<ul> <li>Read 180/Systems 44</li> <li>Tech Labs (EduSmart)</li> <li>Mimios</li> </ul>	
<ul> <li>Laptops</li> <li>Student Lab computers and printers</li> <li>Ink cartridges</li> </ul>	

All Core Content Subjects and Subgroups Technology	Resources
	Title 1 211
Computer Lab Bulletin Boards for student work and presentations Purchase supplemental workbooks, supplies and equipment to meet the new STAAR requirements.	Local Funds 199
<ul> <li>Science</li> <li>Keep laboratory equipment up to date</li> <li>Purchase supplies and equipment needed to do labs and other lessons</li> </ul>	SCE
Math  TI – Inspire and four function calculators.	ESSR