

Waco Independent School District
G.W. Carver Middle School
2024-2025 Goals/Performance Objectives/Strategies



Mission Statement

At G.W. Carver MS, our community is committed to cultivating excellence by engaging our scholars to learn, explore, and think beyond today.

Vision

G.W. Carver Middle School is a community of integrity and learning,
Where teachers, administrators, and staff mentor and inspire students, and each other, to embrace a growth mindset,
Where students are challenged to act with humility and resilience as they develop skills that will prepare them to be lifelong learners and productive members of society, and
Where every individual feels safe and contributes to our culture of pride, competitiveness, and belonging.

Together...we are the Panthers!

Value Statement

Core Values

Integrity ~ Humility ~ Resilience

2024-2025 Motto

"Live with Integrity, Act with Humility and be Resilient"

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Goals

Goal 1: We will increase staff and student Well-being.

Performance Objective 1: Achieve a 20% increase in positive responses on staff and student well-being surveys by the end of the academic year.

Evaluation Data Sources: Surveys, day to day feedback

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Conduct quarterly surveys to monitor the well-being of students and staff. Strategy's Expected Result/Impact: Analyze survey results to identify areas needing improvement and address them promptly. Staff Responsible for Monitoring: Campus Leadership Team</p> <p>Problem Statements: Demographics 1 - Student Achievement 3 - School Culture and Climate 5 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 4, 5 - Parent and Community Engagement 2</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Conduct cohort meetings every 6 weeks to assess student progress. Staff Responsible for Monitoring: Campus Leadership Team, Counselors, and CIS</p> <p>Problem Statements: Demographics 1, 2 - Student Achievement 3, 4 - School Culture and Climate 3 - Curriculum, Instruction, and Assessment 4 - Parent and Community Engagement 2, 3</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Conduct 2 staff functions (fall /spring) to build morale. Staff Responsible for Monitoring: APs and ISs</p> <p>Problem Statements: School Culture and Climate 5 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 5</p>	Formative		
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Performance Objective 1 Problem Statements:

Demographics

Problem Statement 1: Our at-risk students are not making adequate progress to close learning gaps. **Root Cause:** Behavior, absenteeism, and lack of teacher relationship reduces time in class to help close those gaps.

Problem Statement 2: Attendance percentage continues to fall below campus goal of district average. **Root Cause:** Increase in 3-day suspensions due to increase of behavioral issues.

Student Achievement

Problem Statement 3: Our at-risk students are not making adequate progress to close learning gaps. **Root Cause:** Behavior, absenteeism, and lack of teacher relationship reduces time in class to help close those gaps.

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School Culture and Climate

Problem Statement 3: Attendance percentage continues to fall below campus goal of district average. **Root Cause:** Increase in 3-day suspensions due to increase of behavioral issues.

Problem Statement 5: Teachers have a need of support and need increased coaching. **Root Cause:** Administrators are busy working discipline issues and don't always have enough time to coach teachers to the levels needed.

Staff Quality, Recruitment, and Retention

Problem Statement 2: Teachers have a need of support and need increased coaching. **Root Cause:** Administrators are busy working discipline issues and don't always have enough time to coach teachers to the levels needed.

Curriculum, Instruction, and Assessment

Problem Statement 4: Our at-risk students are not making adequate progress to close learning gaps. **Root Cause:** Behavior, absenteeism, and lack of teacher relationship reduces time in class to help close those gaps.

Problem Statement 5: Teachers have a need of support and need increased coaching. **Root Cause:** Administrators are busy working discipline issues and don't always have enough time to coach teachers to the levels needed.

Parent and Community Engagement





Problem Statement 2: Our at-risk students are not making adequate progress to close learning gaps. **Root Cause:** Behavior, absenteeism, and lack of teacher relationship reduces time in class to help close those gaps.

Problem Statement 3: Attendance percentage continues to fall below campus goal of district average. **Root Cause:** Increase in 3-day suspensions due to increase of behavioral issues.

Goal 1: We will increase staff and student Well-being.

Performance Objective 2: Analyze school systems and processes to support teacher classroom development.

Evaluation Data Sources: Surveys, day to day feedback

Strategy 1 Details	Formative Reviews		
Strategy 1: Conduct 8 calibrated walkthroughs in classrooms per week Strategy's Expected Result/Impact: Teachers will be more supported instructionally and therefore achievement levels will rise. Staff Responsible for Monitoring: Principal/APs ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Problem Statements: Student Achievement 5 - School Culture and Climate 6 - Curriculum, Instruction, and Assessment 1	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Pair new teachers with experienced mentors who can provide guidance, support, and feedback. Strategy's Expected Result/Impact: New teachers will be supported by experienced teachers to improve classroom development. Staff Responsible for Monitoring: New teacher coordinator/APs/Principals Problem Statements: Student Achievement 5 - School Culture and Climate 6 - Curriculum, Instruction, and Assessment 1	Formative		
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Performance Objective 2 Problem Statements:

Student Achievement
Problem Statement 5: Tier 1 instruction is not aligned from class to class. Root Cause: Not all teachers were collaborating with their team.
School Culture and Climate
Problem Statement 6: Tier 1 instruction is not aligned from class to class. Root Cause: Not all teachers were collaborating with their team.
Curriculum, Instruction, and Assessment
Problem Statement 1: Tier 1 instruction is not aligned from class to class. Root Cause: Not all teachers were collaborating with their team.

Goal 2: We will enhance safety measures to ensure all stakeholders on campus are safe.

Performance Objective 1: Complete 100% of scheduled safety drills and trainings, and achieve full compliance with safety protocols by the end of the academic year.

Evaluation Data Sources: Raptor Alert

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Complete a safety plan and EOP that is relayed to staff before the first day of school.</p> <p>Strategy's Expected Result/Impact: The campus will maintain safety compliance</p> <p>Staff Responsible for Monitoring: principal/AP's/District Safety Coordinator</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Student Achievement 5 - School Culture and Climate 6 - Curriculum, Instruction, and Assessment 1</p>	Formative		
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Performance Objective 1 Problem Statements:

Student Achievement
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School Culture and Climate
<p>Problem Statement 6: Tier 1 instruction is not aligned from class to class. Root Cause: Not all teachers were collaborating with their team.</p>
Curriculum, Instruction, and Assessment
<p>Problem Statement 1: Tier 1 instruction is not aligned from class to class. Root Cause: Not all teachers were collaborating with their team.</p>

Goal 2: We will enhance safety measures to ensure all stakeholders on campus are safe.

Performance Objective 2: Continuously implement a campus tardy system.

Evaluation Data Sources: Tardy System, Discipline report, Attendance report

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Instruct teachers and staff on the campus tardy policy that ensures effective implementation of the tardy system.</p> <p>Staff Responsible for Monitoring: Principal/APs/Behavior Specialist</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Problem Statements: Student Achievement 5 - School Culture and Climate 6 - Curriculum, Instruction, and Assessment 1</p>	Formative		
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Goal 3: We will improve academic achievement through various levels of support.

Performance Objective 1: Achieve a 10% increase in standardized test scores in math, reading, and science by the end of the academic year.

Evaluation Data Sources: TCAs, Interims, STAAR, Summative and Formative assessments.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Use formative and summative assessments to identify students' strengths and areas for improvement.</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team</p> <p>Problem Statements: Demographics 1, 2 - Student Achievement 3, 4 - School Culture and Climate 3 - Curriculum, Instruction, and Assessment 4 - Parent and Community Engagement 2, 3</p>	Formative		
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Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide professional development for teachers on data-driven instruction techniques.</p> <p>Staff Responsible for Monitoring: Instructional leadership Team</p> <p>Problem Statements: Demographics 1, 2 - Student Achievement 3, 4 - School Culture and Climate 3 - Curriculum, Instruction, and Assessment 4 - Parent and Community Engagement 2, 3</p>	Formative		
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Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Use individualized learning plans to address specific needs and track progress.</p> <p>Staff Responsible for Monitoring: SIT teachers and ISs</p> <p>Problem Statements: Demographics 1 - Student Achievement 3 - School Culture and Climate 5 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 4, 5 - Parent and Community Engagement 2</p>	Formative		
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Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Implement after-school tutoring and Saturday programs for students who need additional support.</p> <p>Staff Responsible for Monitoring: APs, Instructional Specialists and classroom teachers.</p> <p>Problem Statements: Demographics 1, 2 - Student Achievement 3, 4 - School Culture and Climate 3, 5 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 4, 5 - Parent and Community Engagement 2, 3</p>	Formative		
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Staff Quality, Recruitment, and Retention

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Curriculum, Instruction, and Assessment

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Parent and Community Engagement





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Goal 3: We will improve academic achievement through various levels of support.

Performance Objective 2: Support at-risk students through services offered by Communities in Schools.





Evaluation Data Sources: CIS Annual Report of Program outcomes, Coordination of Care

Strategy 1 Details	Formative Reviews		
Strategy 1: To help students who demonstrate early warning signs for dropping out of school through multidisciplinary case management. Funding Sources: - Title 1	Formative		
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Goal 4: We will increase internal and external engagement to strengthen sense of community among all campus stakeholders.

Performance Objective 1: Increase internal communication among staff and administration by 25% by end of the academic year.

Evaluation Data Sources: Use meeting minutes to track attendance and participation.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Establish a routine of weekly staff meetings to discuss upcoming events, policy updates, and address any concerns. Incorporate collaborative sessions where teachers can share best practices and resources.</p> <p>Strategy's Expected Result/Impact: Collect feedback from staff through monthly anonymous surveys to evaluate the effectiveness and adjust the format as needed.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team</p> <p>Problem Statements: Demographics 1 - Student Achievement 3 - School Culture and Climate 5 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 4, 5 - Parent and Community Engagement 2</p>	Formative		
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Parent and Community Engagement

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Goal 4: We will increase internal and external engagement to strengthen sense of community among all campus stakeholders.

Performance Objective 2: Increase parent engagement and communication by 30% by end of the academic year.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Create a monthly digital newsletter that includes updates on school events, academic programs, student achievements, and important announcements. Ensure it is distributed via email, the school website, and social media platforms.</p> <p>Staff Responsible for Monitoring: Campus Leadership team and the community support specialist</p> <p>Problem Statements: Demographics 1 - Student Achievement 3 - School Culture and Climate 5 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 4, 5 - Parent and Community Engagement 2</p>	Formative		
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Strategy 2 Details	Formative Reviews		
<p>Strategy 2: To enhance parent involvement/engagement and create opportunities for parents to connect on campus through events such as parent meetings (PACTT, CDMC meetings and all other campus/family engagement events)</p> <p>Strategy's Expected Result/Impact: None</p> <p>Staff Responsible for Monitoring: Campus Leadership team and the community support specialist</p> <p>Problem Statements: Demographics 1 - Student Achievement 3 - School Culture and Climate 5 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 4, 5 - Parent and Community Engagement 2</p> <p>Funding Sources: - Title 1</p>	Formative		
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Staff Quality, Recruitment, and Retention

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Curriculum, Instruction, and Assessment

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