

Red Oak Independent School District
Red Oak Middle School
2023-2024 Campus Improvement Plan



Mission Statement

The Mission of Red Oak ISD:

4 Talons of the Hawk

Exhibits Academic Readiness: 1% Better Daily & Love Tough

**Seeks Opportunities and Challenges of Learning: Growth, Resilience, Integrity, Tenacity
(G.R.I.T.)**

**Demonstrates Fair, Respectful, and Well-Rounded Characteristics: Respect, Encourage,
Appreciate, Communicate, Honor (R.E.A.C.H.)**

Leaves a Legacy Through Service: "We Before Me"

Vision

The Vision of Red Oak ISD:

"Realizing Our Individual Students' Dreams"

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Learning	5
School Processes & Programs	7
Perceptions	9
Priority Problem Statements	10
Comprehensive Needs Assessment Data Documentation	11
Goals	14
Goal 1: Academics: Develop critical thinkers that will transcend college and career goals by excelling in the 4 Talons.	14
Goal 2: Human Resources: Intentional progress to hire and retain high-quality staff to ensure best learning.	22
Goal 3: Finance: Maintain fiscal stewardship and accountability to ensure financial stability and transparency.	26
Goal 4: Growth, Facilities, Security: Prioritize and allocate resources to ensure safety and security and appropriate facilities.	29
Goal 5: Communications: Ensure District is connected to the community in partnerships to further student success while communicating transparently and effectively.	31

Comprehensive Needs Assessment

Demographics

Demographics Summary

Red Oak Middle, serves the communities of Red Oak, Ovilla, Glenn Heights, Oak Leaf, and Pecan Hill in Ellis county. Red Oak Middle School educates approximately 1,546 students across grades 6 - 8. The student body is 34.1 % African American, 40.6% Hispanic, 20.7% White, 0.3% American Indian, 0.5% Asian, 1.0% Pacific Islander, and 3.1% two or more races. 63.2% of Red Oak Middle School students are identified as economically disadvantaged.

School 2022-2023 attendance rate was 94.5%. The following trends identified:

Six Weeks	Attendance Rate
1st	95.4%
2nd	93.7%
3rd	93.5%
4th	95.2%
5th	94.6%
6th	94.3%

Data used from 2022 - 2023 School Year

Demographics Strengths

Red Oak Middle School continues to become more diverse and provides our students with the opportunity to develop an understanding for others on a local, state, national and global level. The overall 2022 accountability rating was a "B", indicating there are academic strengths exhibited by our students as a whole.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Red Oak Middle School Attendance for the 2022 - 2023 school year was 94.5% . The State expectation is 97.5% **Root Cause:** Student Motivation to come to school Shifting parent views towards the importance of school. Lack of School incentives to motivate students to come to school. Lack of proper systems to monitor and work with students who are experiencing attendance issues.

Student Learning

Student Learning Summary

In 2023, Campus STAAR Data:

Overall Score: 60

Student Achievement: 70

School Progress: 57

Closing the Gaps: 38

In our preliminary data, When comparing Red Oak Middle School to state and regional scores, we have identified the following:

- 6th RLA 5 points below state and 6 points below region
- 7th RLA 2 points below state and 3 points below region
- 8th RLA 3 points below state and 4 points below region
- 6th Math 2 points below state and 3 points below region
- 7th Math 5 points below state and 6 points below region
- 8th Math 3 points below state and 3 points below region
- Algebra we had less students in DID NOT MEET category than the state, Approaches 9% (State 33%); Meets 25% (State 21%); and Masters 65% (State 24%)
- 8th Science 2 points below state and 2 points below region
- 8th SS 1 point below state and 2 points below region

In our preliminary data, When comparing Red Oak Middle School to state and regional ECR scores, we have identified the following:

- 6th grade 2% below state and 3% below region
- 7th grade 0.42% below state and 0.60% below region
- 8th grade 1% below state and 2% below region

Red Oak Middle School is below state and region scores.

- 6th average ECR score was 2.75 pts
- 7th average ECR score was 4.07 pts
- 8th average ECR score was 3.67 pts

Student Learning Strengths

Algebra we had less students in Did Not Meet category than the state, Approaches 9% (State 33%); Meets 25% (State 21%); and Masters 65% (State 24%)

High participation in MAP testing

Growth in Math and Reading (>1-3%)

Teachers used MAP data to make progress towards student growth

Using MAP data for interventions

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Red Oak Middle School is identified for Targeted Support and Improvement (2022 Federal Accountability). **Root Cause:** The following areas scored below the ESSA target scores: White Students: Academic Achievement in Reading, Academic Growth in Mathematics and, Student Success.

Problem Statement 2 (Prioritized): According to STAAR Data Red Oak Middle School students still have gaps in their learning. **Root Cause:** Student motivation Still a need for closing the gaps. Students not understanding the "why" of what they are learning. Students not understanding their data and how to use that data to set learning goals.

School Processes & Programs

School Processes & Programs Summary

For the 2022 - 2023 school year Red Oak Middle school is around 150% over capacity. To help with the overcrowding two major changes occurred for the 2023 - 2024 school:

- The majority of 8th grade core content classes were moved to the CTE building.
- We went to a transition bell schedule. 8th grade is dismissed 5 minutes earlier than 6 and 7 grade.

For the school year 2022 - 2023 there were 11,023 referrals written. Of those 11,023 referrals 6,193 of them were tardies. Of the 11,023 referrals, there were 121 students with 5-30 discipline assignments

For 2022 - 2023 school year our Special programs participation was as follows:

Group	Percentage
Economically Disadvantaged	63
ELS/EBs	15
Special Education	15
Homeless	.91
GT	8
AP	0
At Risk	63
Dyslexia	9

Students served through Special Education have increased on a yearly basis, and have more than doubled in the past decade. Since the 2012 - 2013 school year to the 2022 - 2023 school year, Red Oak Middle School population has grown from 7.7% - 15.4%

Dyslexia: Students served through dyslexia have remained relatively stable over the past 10 years, with fluctuations with 1-2%.

GT: Students served in GT programming has declined in recent years, with 7.6% served in 2022-23. The highest percentage in the past decade was in 2014-15, with 11.4% being served.

504: Students served in 504 have remained relatively stable over the past 6 years of data, with ranges of 9.3 to 11.7%.

EB/ESL/Bilingual: EB student rates have raised by 11% over the past decade, from 4% to 15% served.

School Processes & Programs Strengths

- PBIS and Restorative Practices
- Restorative Circles
- Mentors
- Student Success Counselors
- Consistent expectations and management
 - TEA TLC webinars as a starting part.
- Proper reporting and de-escalation
- SEL lessons

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: For the 2022 - 2023 School Year we had 6,193 tardies **Root Cause:** 2022 - 2023 was the first year that we implemented using Tardy Kiosks to track tardies instead of depending on teachers to put the tardies in. Overcrowding hallways. Lack of motivation on students to get to class.

Problem Statement 2: In the last decade our Special Education population has grown, but STAAR Scores show that they are not making a years growth in their learning. **Root Cause:** Understaff in Special Education. More training needed for general education teachers on how to work with students that have learning disabilities.

Perceptions

Perceptions Summary

The key takeaways from our 2022 - 2023 staff and parent communication feedback surveys were:

- Teachers prefer contacting parent via email and Skyward
- Teachers feel verbal conversations are time consuming
- Parents want more communication from teachers
- Even split for contact between every other week, as needed, and/or weekly
- Most parents prefer emails.

Perceptions Strengths

- Community believes academics is a major focus

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Parents of Red Oak Middle School have indicated they do not feel that teachers communicate frequently enough about classroom instruction and their students progress. **Root Cause:** Large population size has made frequent communication more time consuming for staff.

Priority Problem Statements

Problem Statement 1: Red Oak Middle School Attendance for the 2022 - 2023 school year was 94.5% . The State expectation is 97.5%

Root Cause 1: Student Motivation to come to school Shifting parent views towards the importance of school. Lack of School incentives to motivate students to come to school. Lack of proper systems to monitor and work with students who are experiencing attendance issues.

Problem Statement 1 Areas: Demographics

Problem Statement 2: According to STAAR Data Red Oak Middle School students still have gaps in their learning.

Root Cause 2: Student motivation Still a need for closing the gaps. Students not understanding the "why" of what they are learning. Students not understanding their data and how to use that data to set learning goals.

Problem Statement 2 Areas: Student Learning

Problem Statement 3: Red Oak Middle School is identified for Targeted Support and Improvement (2022 Federal Accountability).

Root Cause 3: The following areas scored below the ESSA target scores: White Students: Academic Achievement in Reading, Academic Growth in Mathematics and, Student Success.

Problem Statement 3 Areas: Student Learning

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card and accountability data
- RDA data
- Alternative Education Accountability (AEA) data
- Local Accountability Systems (LAS) data
- Community Based Accountability System (CBAS)

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- PSAT
- Local benchmark or common assessments data

- Observation Survey results
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data
- Pregnancy and related services data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS data
- T-PSS data

Parent/Community Data

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

Support Systems and Other Data

- Organizational structure data
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data

Goals

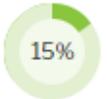
Goal 1: Academics: Develop critical thinkers that will transcend college and career goals by excelling in the 4 Talons.

Performance Objective 1: Develop students who are college, career, and military ready that possess the academic skills for post-secondary success.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Keep with goal

Strategy 1 Details	Reviews			
<p>Strategy 1: Every Red Oak Middle School 7th grader will take Career Readiness. Evidence that Demonstrates Success: Every Student will pass Career Readiness with a 70%. Staff Responsible for Monitoring: Counselors Career Readiness Teachers</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Red Oak Middle School will use Hawk 101 to introduce our 6 - 8 graders to the CTE programs and pathways that are offered at Red Oak High School. Evidence that Demonstrates Success: Students will score 80% or above on a project that shows they understand the importance of career pathways. Staff Responsible for Monitoring: Assistant Principal of Instruction Counselor over HAWK 101 Hawk 101 Committee Director of Career and Technical Education Hawk 101 Teachers.</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Dec	Feb	Apr	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Every 8th Grader at Red Oak Middle School will participate in the PSAT</p> <p>Evidence that Demonstrates Success: That every student participates or is given the opportunity to participate.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Testing. Counselors</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: After Taking the PSAT, 8th graders will be introduced to the APP Bigfuture School during Hawk 101</p> <p>Evidence that Demonstrates Success: 100% of 8th graders will download the APP and show 90% mastery in navigating their pathway.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Instruction Assistant Principal of Testing Counselor over Hawk 101 Hawk 101 Committee Teachers</p> <p>TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p>	Formative			Summative
	Dec	Feb	Apr	June
	N/A	N/A		
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 1: Academics: Develop critical thinkers that will transcend college and career goals by excelling in the 4 Talons.

Performance Objective 2: Equip students to be well-rounded with interpersonal skills to manage day-to-day challenges.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will participate in weekly community building circles in classes on a rotating basis.</p> <p>Evidence that Demonstrates Success: 100% of the teachers in each content will have their classes participate in community building circles once a six weeks.</p> <p>Staff Responsible for Monitoring: Assistant Principal over Restorative Practices Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: All Staff will be trained in Restorative Practices including, but not limited to: Community Building Circles, Restorative Circles, Check in Circles, Academic Circles and Treatment Agreement.</p> <p>Evidence that Demonstrates Success: By using these strategies the fights at Red Oak Middle School will go down by 10% from the 2022 - 2023 school year.</p> <p>Staff Responsible for Monitoring: Assistant Principal over Restorative Practices Restorative Practices Committee</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Red Middle School Administrators and Counselors will be trained in the use of Restorative Practices with Tier II and Tier III Behavioral Students</p> <p>Evidence that Demonstrates Success: All Administration and Counselors being trained</p> <p>Staff Responsible for Monitoring: Assistant Principal of Restorative Practices Principal.</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
	N/A	N/A		

Strategy 4 Details	Reviews			
<p>Strategy 4: Students will use Suite 360 Social Emotional Learning once a week in Hawk 101</p> <p>Evidence that Demonstrates Success: Students will score 80% or higher on the quizzes at the end of each lesson.</p> <p>Staff Responsible for Monitoring: Counselor over Hawk 101 Hawk 101 Committee Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Students will participate in Suite 360 Intervention Lessons while in ISS, Detention and Saturday School.</p> <p>Evidence that Demonstrates Success: Students will score 80% or higher on the quizzes that follow each intervention lesson.</p> <p>Staff Responsible for Monitoring: Student Success Counselors Assistant Principals ISS Paras</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;"> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 1: Academics: Develop critical thinkers that will transcend college and career goals by excelling in the 4 Talons.

Performance Objective 3: Engage students in meaningful learning that includes a variety of instructional strategies.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Core content teachers will participate in weekly Professional Learning Communities.</p> <p>Evidence that Demonstrates Success: Teachers will answer the 4 PLC Questions and include that information into their weekly lesson plans.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Instruction Instructional Coaches Principal Teachers</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Dec	Feb	Apr	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Students who score Approaches, barley Meets and barley Masters on last years STAAR as well as CBAs will be invited to Thursday Night Lights starting in October. One group of students will attend October - the first two weeks in January. The second group of students will attend the third week of January - the first week of April. The first Thursday of the month will be Math. The second Thursday of the month will be RLA. The third Thursday of the month will be Science. The fourth Thursday of of the month will be Social Studies.</p> <p>Evidence that Demonstrates Success: Students that are invited scores will make one years growth on STAAR.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Instruction Instructional Coaches Core Content Grade Level Teams Principal Teachers</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Students who did not pass the STARR in Reading, Math and 5th Grade Science will be placed in Acceleration Instruction towards Mastery (AIM) classes for a semester.</p> <p>Evidence that Demonstrates Success: Students in the AIM classes will grow by one year in the content that they attend AIM.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Instruction AIM Teachers Principal.</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Dec	Feb	Apr	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Zeros Aren't Allowed Program (ZAP) will be offered every day during lunch and on Monday, Tuesday, Wednesday, and Thursday mornings before school; as well as, Monday, Tuesday, and Thursday afterschool for students who understand the concepts being taught, but are not doing the work.</p> <p>Evidence that Demonstrates Success: Failure rates will be below 10% each six weeks for 95% of our teachers</p> <p>Staff Responsible for Monitoring: Counselor over ZAP Assistant Principal over Instruction Principal Teachers</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Red Oak Middle School Teachers will be trained in the the following instructional strategies: Framing the Lesson, Working in the Power Zone, Frequent Small - Group, Purposeful Talk About Learning, Recognizing and Reinforcing and Write Critically.</p> <p>Evidence that Demonstrates Success: 90% of teachers will use these strategies weekly in their class instruction.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Instructional Coaches Teachers</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Dec	Feb	Apr	June
				

Strategy 6 Details	Reviews			
<p>Strategy 6: All students will write in all of their classes using the Red Oak Middle School Writing Rubric.</p> <p>Evidence that Demonstrates Success: Students will be able to score 4/5 on the Red Oak Middle School Writing Rubric.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Instruction Instructional Coaches Teachers Principal Teachers</p> <p>TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="468 639 663 683">  No Progress </div> <div data-bbox="764 639 980 683">  Accomplished </div> <div data-bbox="1081 639 1333 683">  Continue/Modify </div> <div data-bbox="1434 639 1629 683">  Discontinue </div> </div>				

Goal 2: Human Resources: Intentional progress to hire and retain high-quality staff to ensure best learning.

Performance Objective 1: Attract, engage, and retain top talent through competitive compensation packages.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Keep

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide teachers opportunities to earn extra money via working Detention, Saturday School, Thursday Night Lights, Mentors and Teachers of record.</p> <p>Staff Responsible for Monitoring: Assistant Principal in charge of Duties Principal Teachers</p> <p>ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: Human Resources: Intentional progress to hire and retain high-quality staff to ensure best learning.

Performance Objective 2: Foster a supportive and inclusive work environment through differentiated strategies that promotes employee retention.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers who have been at Red Oak Middle School two years or less will be assigned a mentor and will meet with that mentor at least once a month.</p> <p>Evidence that Demonstrates Success: 100% Monthly meeting between mentor and mentee</p> <p>Staff Responsible for Monitoring: Assistant Principal of Instruction Instructional Media Specialist. Mentors</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Red Oak Middle School teachers and staff will participate in Thankful Thursdays twice a month to recognize the work that they are doing.</p> <p>Evidence that Demonstrates Success: Thankful Thursdays will occur twice a month</p> <p>Staff Responsible for Monitoring: Campus Secretary Sunshine Committee</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: As part of our schoolwide PBIS program, teacher' will be given Caught Being Good Cards, which will make them eligible for prizes each week and six weeks.</p> <p>Evidence that Demonstrates Success: 100% of staff will be given at least one card once a six weeks.</p> <p>Staff Responsible for Monitoring: Assistant Principal over PBIS PBIS Committee Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: First and Second year teachers will participate in a once a month new to teaching professional development.</p> <p>Evidence that Demonstrates Success: 100% of first and second year teachers will attend the monthly trainings.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Instruction Instructional Media Specialist Mentors</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Teachers will participate in coaching cycles to provide professional development that improves their instructional practices.</p> <p>Evidence that Demonstrates Success: For first year implementation 25% of teachers will complete a coaching cycle.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Instruction Instructional Coaches Assistant Principals Teachers Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;"> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 2: Human Resources: Intentional progress to hire and retain high-quality staff to ensure best learning.

Performance Objective 3: Develop innovative and targeted recruitment practices that meet the diverse District needs of all employees.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Attend Job Fairs and College Recruiting Days Evidence that Demonstrates Success: ROMS staff will attend at least 2 Job Fairs and or College Recruiting Days. Staff Responsible for Monitoring: Campus Administrators Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
	N/A	N/A		
Strategy 2 Details	Reviews			
Strategy 2: Use social media to recruit and identify future employees Evidence that Demonstrates Success: Social Media Posts Staff Responsible for Monitoring: Campus Administrators Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
	N/A			
Strategy 3 Details	Reviews			
Strategy 3: Work with Alternative Certification programs to identify qualified candidate for openings. Evidence that Demonstrates Success: Meetings and communication with Alternative Certification Programs Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: Finance: Maintain fiscal stewardship and accountability to ensure financial stability and transparency.

Performance Objective 1: Ensure fiscal accountability and responsibility of resources to support the District's mission.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: All instructional resources will be purchased by February 15, 2024 to ensure that instructional resources are used in timely manner.</p> <p>Evidence that Demonstrates Success: All instructional materials are being used by March 1, 2024.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal of Instruction Instructional Coaches Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: Finance: Maintain fiscal stewardship and accountability to ensure financial stability and transparency.

Performance Objective 2: Ensure fiscal integrity by creating and maintaining a sufficient operating budget for the everyday operations of the District.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Principal runs weekly reports to monitor appropriate use of school funds.</p> <p>Evidence that Demonstrates Success: Weekly meetings with School Secretary to monitor budget.</p> <p>Staff Responsible for Monitoring: Principal School Secretary</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Finance: Maintain fiscal stewardship and accountability to ensure financial stability and transparency.

Performance Objective 3: Educate stakeholders about the public education financial system and the funding of Red Oak ISD through regular and transparent communication.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: During Family nights educate parents about how funds are used at Red Oak Middle School to ensure their students success.</p> <p>Evidence that Demonstrates Success: Discuss how funds are used at at least one family event in the fall and one family event in the spring.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Dec	Feb	Apr	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: Growth, Facilities, Security: Prioritize and allocate resources to ensure safety and security and appropriate facilities.

Performance Objective 1: Provide facilities to accommodate current and future growth across the District.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Selected Red Oak Middle School Teachers will participate in the planning and design of the new Red Oak Middle School opening in the fall of 2025.</p> <p>Staff Responsible for Monitoring: Principal District Cabinet Teachers on the Middle School Planning Committee</p>	Formative			Summative
	Dec	Feb	Apr	June
	N/A			
Strategy 2 Details	Reviews			
<p>Strategy 2: Move several of the 8th grade core content class were moved to the CTE building.</p> <p>Evidence that Demonstrates Success: Less crowding in hallways</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 4: Growth, Facilities, Security: Prioritize and allocate resources to ensure safety and security and appropriate facilities.

Performance Objective 2: Ensure District facilities meet or exceed safety and security standards for physical requirements, technology systems, and implementation of procedures and protocols.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: All members of the Red Oak Middle School Learning Community will be trained in all safety drills and procedures including but not limited to: Keeping classroom doors shut and locked at all times, not opening outside doors for anyone without adult supervisor or approval., Evacuation, lockdowns, Shelter, and Holds.</p> <p>Evidence that Demonstrates Success: 100% on weekly door audits. Participation in required security drills.</p> <p>Staff Responsible for Monitoring: Campus Security Team Assistant Principal over Safety Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: Communications: Ensure District is connected to the community in partnerships to further student success while communicating transparently and effectively.

Performance Objective 1: Prioritize and enhance parent and teacher communications.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will send weekly progress reports every Monday. Evidence that Demonstrates Success: 85% of Staff send Weekly Progress Reports on Monday. Staff Responsible for Monitoring: T-TESS Appraisers</p> <p>TEA Priorities: Improve low-performing schools</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Each Six Weeks teachers will call all the students in a particular class period with a positive phone call. First Six Weeks = 1st period. Second Six Weeks = 2nd period. Third Six Weeks = 3rd period. Fourth Six Weeks = 4th period, Fifth Six Weeks = 5th period, Sixth Six Weeks = 6th period. Conference period = 7th period. Evidence that Demonstrates Success: 85% of staff will make their six weeks phone calls. Staff Responsible for Monitoring: T-TESS Appraisers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
		N/A	N/A	
Strategy 3 Details	Reviews			
<p>Strategy 3: School Principal will send out Weekly Newsletters, letting parents know of what is going on as well as reminders of expectations. Evidence that Demonstrates Success: News Letters are sent 3 times a month. Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;"> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 5: Communications: Ensure District is connected to the community in partnerships to further student success while communicating transparently and effectively.

Performance Objective 2: Provide opportunities to foster positive relationships between students, parents, schools and staff, and the community.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Working with Strong Fathers, students will have one time in the fall and one time in the spring to bring their Dad to school.</p> <p>Evidence that Demonstrates Success: 250 or more Dads will come each time it is offered.</p> <p>Staff Responsible for Monitoring: Assistant Principal over Strong Fathers Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Through the Hawk Dad's program, Dad's will be given the opportunity to come and volunteer before school, during lunch and during dismissal.</p> <p>Evidence that Demonstrates Success: We will have 75 Dads volunteer this year.</p> <p>Staff Responsible for Monitoring: Assistant Principal over Hawk Dads</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: ROMS 101 Nights will be held the second week of school. ROMS 101 Nights are designed to give parents the opportunity to hear from Campus Administrators about the expectations for the year, walk their child's schedule and spend 8 minutes learning about each classroom teachers expectations for the year.</p> <p>Evidence that Demonstrates Success: Parent Sign - In sheets</p> <p>Staff Responsible for Monitoring: Assistant Principal over ROMS 101 Principal Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: This year we will hold two school wide community celebrations: Hispanic Heritage Celebration and Black History Month Celebration. These celebrations will include contributions from all of our FIne Arts classes as well as other members of our Learning Community.</p> <p>Staff Responsible for Monitoring: Celebration Committee</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Working with Strong Fathers, provide a Math night and Science night were students bring their Dad to school to participate in fun and engaging activities in math and science.</p> <p>Evidence that Demonstrates Success: At least 150 Dads and students attend each night.</p> <p>Staff Responsible for Monitoring: Assistant Principal over Strong Fathers</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
	N/A			
Strategy 6 Details	Reviews			
<p>Strategy 6: Promote District opportunities for parental involvement, including but not limited to: Parent University, Coffee Talk with the Superintendent, College Fairs, and CTE Nights at ROHS.</p> <p>Staff Responsible for Monitoring: Counselors Principal School Secretary</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;"> No Progress Accomplished Continue/Modify Discontinue </p>				