

Spring Branch Independent School District

Memorial Middle School

2025-2026



Memorial Middle School

Mission Statement

Memorial Middle School, recognizing the challenge of educating learners for the twenty-first century, accepts the responsibility of providing the optimum learning environment required to prepare these learners to compete successfully in a highly diverse and global community.

Vision

Understanding the characteristics of the middle level learner, Memorial Middle School believes:

Opportunities for developing and building self-esteem must be provided.

Dignity and respect for the uniqueness of each learner is acknowledged. Enrichment should be an integral part of the total curriculum to maximize student achievement.

All students deserve academic challenges that acknowledge a variety of learning styles.

Interdisciplinary teaming and the development of thematic units provide lifelong learning experiences.

A continuum of learning exists among elementary, middle, and high schools.

The integration of technology provides the learner with the skills necessary to compete in the Information Age.

A community of learners is developed through the efforts of teams of teachers and students.

Teachers as facilitators in the classroom produce autonomous learners.

Cooperative learning promotes an individual's responsibility to a group.

A safe environment creates a sense of belonging.

Respect for self and others develops good citizens.

Parents and the community should contribute mutually in the success of the school.

Through the implementation of these beliefs, Memorial Middle School creates a culture which best prepares students for the future.

Core Values

Every Child: We put students at the heart of everything we do.

Collective Greatness: We, as a community, leverage our individual strengths to reach challenging goals.

Collaborative Spirit: We believe in each other and find joy in our work.

Limitless Curiosity: We never stop learning and growing.

Moral Compass: We are guided by strong character, ethics and integrity.

Core Characteristics of a T-2-4 Ready Graduate

Academically Prepared: Every Child finds joy in learning, has a learner's mindset and is motivated and equipped with the knowledge, skills and competencies to succeed in life.

Ethical & Service-Minded: Every Child acts with integrity, is personally responsible for their actions and is a civically-engaged community member.

Empathetic & Self-Aware: Every Child appreciates differences, forms secure relationships and cares for their own and others' emotional, mental and physical health.

Persistent & Adaptable: Every Child is fueled by their own passions, interests and goals and perseveres with confidence and courage.

Resourceful Problem-Solver: Every Child thinks critically and creatively and applies knowledge to find and solve problems.

Communicator & Collaborator: Every Child skillfully conveys thoughts, ideas, knowledge and information and is a receptive and responsive listener.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Memorial Middle School serves students in grades 6-8 within the Spring Branch Independent School District (SBISD).

Enrollment trends showed a decrease of 45 students from the 2022–2023 school year to the 2024–2025 school year.

Enrollment Trends:

2024-2025: Enrollment – 1,236

2023-2024: Enrollment – 1,247

2022-2023: Enrollment – 1,281

Source: *PEIMS OnDataSuite Fall Dashboard*

The demographic profile of the students at Memorial Middle School has remained relatively consistent during the past three years. The majority of the students are White, followed by Hispanic. About 10.0% of the students are considered economically disadvantaged during the 2024-2025 school year. During the 2024-2025 school year, 10.8% of the students were identified as Emergent Bilingual (EB); 18.4% At-Risk; 5.3% Immigrant; 10.4% of students were identified for special education services; and 29.2% were identified for gifted and talented services.

Demographic Trends: Race/Ethnicity

2024-2025: African American – 23 (1.9%)

2023-2024: African American – 23 (1.8%)

2022-2023: African American – 23 (1.8%)

2024-2025: American Indian-Alaskan Native – *

2023-2024: American Indian-Alaskan Native – *

2022-2023: American Indian-Alaskan Native – *

2024-2025: Asian – 220 (17.8%)

2023-2024: Asian – 228 (18.3%)

2022-2023: Asian – 245 (19.1%)

2024-2025: Hispanic – 244 (19.7%)

2023-2024: Hispanic – 240 (19.3%)

2022-2023: Hispanic – 217 (16.9%)

2024-2025: Native Hawaiian-Pacific Islander – 0 (0.0%)

2023-2024: Native Hawaiian-Pacific Islander – *

2022-2023: Native Hawaiian-Pacific Islander – *

2024-2025: White – 690 (55.8%)
2023-2024: White – 689 (55.3%)
2022-2023: White – 737 (57.5%)

2024-2025: Two-or-more – 55 (4.5%)
2023-2024: Two-or-more – 63 (5.1%)
2022-2023: Two-or-more – 53 (4.1%)

Source: PEIMS OnDataSuite Fall Dashboard

**Fewer than five students not shown*

Additional Student Information:

2024-2025: At-Risk – 227 (18.4%)
2023-2024: At-Risk – 239 (19.2%)
2022-2023: At-Risk – 229 (17.9%)

2024-2025: Economically Disadvantaged – 124 (10.0%)
2023-2024: Economically Disadvantaged – 149 (12.0%)
2022-2023: Economically Disadvantaged – 154 (12.0%)

2024-2025: Emergent Bilingual – 134 (10.8%)
2023-2024: Emergent Bilingual – 143 (11.5%)
2022-2023: Emergent Bilingual – 129 (10.1%)

2024-2025: Gifted and Talented – 361 (29.2%)
2023-2024: Gifted and Talented – 366 (29.4%)
2022-2023: Gifted and Talented – 395 (30.8%)

2024-2025: Homeless – *
2023-2024: Homeless – *
2022-2023: Homeless – *

2024-2025: Immigrant – 65 (5.3%)
2023-2024: Immigrant – 53 (4.3%)
2022-2023: Immigrant – 40 (3.1%)

2024-2025: Migrant – 0 (0.0%)
2023-2024: Migrant – 0 (0.0%)
2022-2023: Migrant – 0 (0.0%)

2024-2025: Special Education – 129 (10.4%)
2023-2024: Special Education – 108 (8.7%)
2022-2023: Special Education – 86 (6.7%)

Source: PEIMS OnDataSuite Fall Dashboard

**Fewer than five students not shown*

Attendance Rates:

2022-2023: 97.2%

2021-2022: 96.9%

2020-2021: 97.9%

Source: Texas Academic Performance Report (TAPR)

Chronic Absenteeism:

2022-2023: 3.1%

2021-2022: 4.9%

2020-2021: 2.5%

Source: Texas Academic Performance Report (TAPR)

Demographics Strengths

- The quality students learners who come to us from our feeder pattern elementaries.
- The variety of cultures who live in our community and attend our school.
- The high aspirations of our student learners and their families for educational excellence.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Hiring difficulties

Root Cause: Fewer teachers coming from universities

Problem Statement 2: Student emotional wellness is a high priority.

Root Cause: Social media and recent State weather related events.

Student Achievement

Student Achievement Summary

Memorial Middle School implements a rigorous curriculum that is aligned to state standards and continuously revised to produce and prepare all students towards T-2-4 district goals. Students will master rigorous academic standards to ensure college and career readiness. We believe campus administrators and teachers are members of the campus' Professional Learning Committees (PLC). PLC in SBISD is an ongoing collaborative team process used to establish a school-wide culture that develops teacher leadership explicitly focused on building and sustaining school improvement efforts.

A top priority in SBISD is literacy. Students receive the opportunity and skill set to experience meaningful literacy experiences that are rigorous and engaging. With their peers, students in SBISD listen, speak, read and write through the content areas with a commitment that they will become lifelong readers and writers. SBISD is driven by standards, focused on strategies, differentiated, and guided by student data. Numeracy is also a top priority in SBISD. Our goal is to provide academic experiences that build confident and creative mathematical thinkers. Finally, our district core value of "Every Child" is exemplified through campus student support priorities. This includes ensuring that all students have the academic and mental health supports needed to be successful no matter the learning environment (SPED, GT, EB, CTE, etc.).

Below is a summary of the STAAR Redesign Reading passing rates:

2024: 6th Grade Reading - 95% Approaches; 89% Meets; 65% Masters

2023: 6th Grade Reading - 96% Approaches; 89% Meets; 63% Masters

2024: 7th Grade Reading - 95% Approaches; 91% Meets; 73% Masters

2023: 7th Grade Reading - 97% Approaches; 88% Meets; 67% Masters

2024: 8th Grade Reading - 96% Approaches; 92% Meets; 72% Masters

2023: 8th Grade Reading - 96% Approaches; 87% Meets; 61% Masters

2024: SPED All Grades Reading - 64% Approaches; 44% Meets; 17% Masters

2023: SPED All Grades Reading - 67% Approaches; 32% Meets; 11% Masters

2024: EB All Grades Reading - 88% Approaches; 74% Meets; 54% Masters

2023: EB All Grades Reading - 91% Approaches; 70% Meets; 45% Masters

Source: 2023-2024 Texas Academic Performance Report (TAPR)

Below is a summary of the STAAR Redesign Mathematics passing rates:

2024: 6th Grade Mathematics - 96% Approaches; 85% Meets; 51% Masters

2023: 6th Grade Mathematics - 97% Approaches; 88% Meets; 56% Masters

2024: 7th Grade Mathematics - 81% Approaches; 61% Meets; 16% Masters

2023: 7th Grade Mathematics - 88% Approaches; 66% Meets; 13% Masters

2024: 8th Grade Mathematics - 96% Approaches; 86% Meets; 57% Masters

2023: 8th Grade Mathematics - 97% Approaches; 92% Meets; 61% Masters

2024: End of Course Algebra I - 100% Approaches; 99% Meets; 84% Masters

2023: End of Course Algebra I - 100% Approaches; 99% Meets; 88% Masters

2024: SPED All Grades Mathematics - 68% Approaches; 39% Meets; 12% Masters
2023: SPED All Grades Mathematics - 61% Approaches; 38% Meets; 13% Masters

2024: EB All Grades Mathematics - 91% Approaches; 74% Meets; 56% Masters
2023: EB All Grades Mathematics - 93% Approaches; 78% Meets; 57% Masters
Source: 2023-2024 Texas Academic Performance Report (TAPR)

Student Achievement Strengths

- Our high achieving and gifted student learner population.
- Our highly effective campus Special Education department who are closing the gaps with our special needs populations.
- Our highly effective EL staff who are helping students to exit via TELPAS scores.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Student emotional wellness is a high priority.

Root Cause: Social media and recent State weather related events.

Problem Statement 2: Special Education and EL student numbers are on the rise.

Root Cause: Better identification methods and new immigrants from war torn regions.

Problem Statement 3: Student emotional wellness is a high priority.

Root Cause: Social media and recent State weather related events.

Staff Recruitment and Retention

Staff Recruitment and Retention Summary

The Talent strategy is to recruit and retain the best employees at **Memorial Middle School** to support students. For employees and support personnel, this includes recruitment processes and hiring practices to develop and retain staff to meet the unique needs of each department and/or campus. Increased creativity and flexibility in our staffing, compensation, and benefit plans will help SBISD attract and retain qualified individuals. In order to meet our strategic goals, attract and retain the best talent, we focus our efforts on the following key areas:

- Recruitment and Retention of instructional, non-instructional, paraprofessional, and auxiliary staff
- Onboarding processes
- Staffing and Performance Management
- Competitive Compensation and Benefits
- Benefits Training opportunities

Teacher by years of experience:

2024-2025: Beginning – 1.0 FTE (1.4%)

2023-2024: Beginning – 1.0 FTE (1.4%)

2022-2023: Beginning – 2.0 FTE (2.8%)

2024-2025: 1-5 Years – 14.1 FTE (20.2%)

2023-2024: 1-5 Years – 10.0 FTE (14.4%)

2022-2023: 1-5 Years – 11.1 FTE (15.5%)

2024-2025: 6-10 Years – 8.0 FTE (11.4%)

2023-2024: 6-10 Years – 12.0 FTE (17.3%)

2022-2023: 6-10 Years – 15.0 FTE (21.0%)

2024-2025: 11-20 Years – 28.8 FTE (41.2%)

2023-2024: 11-20 Years – 27 FTE (38.9%)

2022-2023: 11-20 Years – 24.1 FTE (33.7%)

2024-2025: Over 20 Years – 18.1 FTE (25.9%)

2023-2024: Over 20 Years – 19.5 FTE (28.1%)

2022-2023: Over 20 Years – 19.2 FTE (26.9%)

2024-2025: Total – 69.9 FTE (100%)

2023-2024: Total – 69.4 FTE (100%)

2022-2023: Total – 71.5 FTE (100%)

Source: PEIMS OnDataSuite, Fall Core Teacher Summary Report

Staff Recruitment and Retention Strengths

- Almost 70% teacher retention last year.
- Nearly 20% have 20 or more years of experience.
- Under 2% 1st year teachers.

Problem Statements Identifying Staff Recruitment and Retention Needs

Problem Statement 1: Hiring difficulties

Root Cause: Fewer teachers coming from universities

Problem Statement 2: Retaining difficulties

Root Cause: Disillusioned with the profession

Family and Community Engagement

Family and Community Engagement Summary

FAMILY ENGAGEMENT

Memorial Middle School provides a sustained and strategic focus on educating, engaging and empowering families that are aligned with the SBISD Family E3 framework, focusing on building the capacity of families and staff to work together for student academic success. The Share a Smile Customer Service commitments are embedded into the Family E3 expectations, emphasizing the importance of customer service at our campus. The campus Translation and Interpretation Procedure asserts our commitment to provide families with information they can understand. Families are invited to attend campus and district events. The Family E3 team conducts an annual needs assessment with our campus to determine family engagement strengths and areas of support.

COMMUNITY ENGAGEMENT

Memorial Middle School works closely with the SBISD Community Engagement Division to support meaningful, strategic two-way engagement of families, community members, partners, and volunteers. The district traditionally has a large and very committed network of partners and **12,000+** volunteers. **Memorial Middle School** works with the Community Engagement team to recognize our campus needs, celebrate community engagement strengths, and identify partnership opportunities. We welcome and value partners and volunteers who serve on our campus to support the successes of our students, staff and families.

Family and Community Engagement Strengths

- MMS families are highly involved in MMS activities.
- Parent attendance at back to school night, ARD meetings, and student performances are very high.
- Parents prioritize school events and participate.

Problem Statements Identifying Family and Community Engagement Needs

Problem Statement 1: Misbehavior at athletic events.

Root Cause: Hyperathleticism

Problem Statement 2: Some families are unable to participate.

Root Cause: specialized program

Goals

Goal 1: STUDENT ACHIEVEMENT. Memorial Middle School students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 1: ACHIEVEMENT: By June 2026, Memorial Middle School will increase student performance on STAAR Grades 6-8 exams in reading and math by at least 2 percentage points in approaches, 6 percentage points in meets, and 4 percentage points in masters.

2024-25: Reading: 95% (approaches), 87% (meets), 71% (masters); Math: 95% (approaches), 86% (meets), 58% (masters)

2023-24: Reading: 96% (approaches), 91% (meets), 70% (masters); Math: 96% (approaches), 86% (meets), 58% (masters)

2022-23: Reading: 97% (approaches), 88% (meets), 64% (masters); Math: 97% (approaches), 90% (meets), 62% (masters) Baseline Year

Evaluation Data Sources: 2023 Texas Academic Performance Report, 2024 Texas Education Agency Data Tables, and 2025 State Accountability Report Domain 1

Strategy 1 Details

Strategy 1: Teachers will participate in weekly PLCs to define essentials, create SMART goals, common assessments, review assessment data, create intervention and extension plans using assessment data.

Strategy's Expected Result/Impact: Increased number of students performing at post-secondary-ready levels on local and national assessments

Staff Responsible for Monitoring: Admin, teachers

DCs

Team Leaders

District

Curriculum Directors

Goal 1: STUDENT ACHIEVEMENT. Memorial Middle School students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 2: STUDENT GROWTH: By June 2026, Memorial Middle Middle School will increase the percentage of annual growth points earned by students demonstrating STAAR academic growth in reading language arts and math by 2 percentage points or \geq to 85%.

2024-25: 85 School Progress-Annual Growth RLA and Math Score

2023-24: 84 School Progress-Annual Growth RLA and Math Score

2022-23: 85 School Progress-Annual Growth RLA and Math Score (Baseline Year)

Evaluation Data Sources: State Accountability Report Domain 2 A (Annual Growth RLA and Math)

Strategy 1 Details
<p>Strategy 1: Organize planning days for core subjects via substitutes or counselor days.</p> <p>Strategy's Expected Result/Impact: Increased number of students performing at post-secondary-ready levels on local and national assessments</p> <p>Staff Responsible for Monitoring: Admin, teachers</p> <p>DCs</p> <p>Team Leaders</p> <p>District</p> <p>Curriculum Directors</p>

Goal 1: STUDENT ACHIEVEMENT. Memorial Middle School students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 3: RELATIVE PERFORMANCE: By June 2026, Memorial Middle School will increase its relative performance scale score.

2024-25: 88 Scale Score

2023-24: 89 Scale Score

2022-23: 89 Scale Score

Evaluation Data Sources: Accountability Report Domain 2 B

Strategy 1 Details
<p>Strategy 1: Implement PLC process by tracking standards with core teams on the celebration dashboard.</p> <p>Strategy's Expected Result/Impact: Increase in relative performance scale score.</p> <p>Staff Responsible for Monitoring: Admin Teachers Core Department Chairs</p>
Strategy 2 Details
<p>Strategy 2: Implementation of Lesson Internalization with DDI.</p> <p>Strategy's Expected Result/Impact: Increase in relative performance scale score.</p> <p>Staff Responsible for Monitoring: Admin Teachers Core Department Chairs</p>

Goal 1: STUDENT ACHIEVEMENT. Memorial Middle School students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 4: CLOSING THE GAPS: By June 2026, Memorial Middle Middle School will increase the percentage of academic achievement indicators on track to meet or exceed interim targets in the closing the gaps domain by 4 component points.

2024-25: 28 of 32 Academic Achievement Points Met; 87.5% Component Points

2023-24: 29 of 32 Academic Achievement Points Met; 90.6% Component Points

2022-23: 30 of 32 Academic Achievement Points Met; 93.8% Component Points (Baseline Year)

Evaluation Data Sources: 2023 Federal Identification of Schools, 2024 Texas Education Agency Data Tables, and 2025 State Accountability Report Domain 3

Strategy 1 Details
<p>Strategy 1: Implement PLC process by tracking standards with core teams on the celebration dashboard.</p> <p>Strategy's Expected Result/Impact: MMS will increase the percentage of academic achievement indicators.</p> <p>Staff Responsible for Monitoring: Admin Teachers Core Department Chairs</p>

Goal 1: STUDENT ACHIEVEMENT. Memorial Middle School students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 5: ENGLISH LANGUAGE ACQUISITION PROGRESS: By June 2026, the rate of Emergent Bilingual students increasing at least one composite score level on the TELPAS will meet or exceed the expected growth target for English Language Proficiency Status.

2024-25: TELPAS Progress Rate 68%

2023-24: TELPAS Progress Rate 56%

2022-23: TELPAS Progress Rate 71% (Baseline Year)

Evaluation Data Sources: 2023 Federal Identification of Schools, 2024 Texas Education Agency Data Tables, and 2025 State Accountability Report Domain 3

Strategy 1 Details
<p>Strategy 1: Add part time teachers to support the ELL classroom.</p> <p>Strategy's Expected Result/Impact: Increased language acquisition speed and more exact monitoring</p> <p>Staff Responsible for Monitoring: Admin ESL Teachers</p>

Goal 1: STUDENT ACHIEVEMENT. Memorial Middle School students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 6: COLLEGE AND CAREER READINESS BENCHMARK: By June 2026, Memorial Middle Middle School will increase the percentage of students who meet the college and career readiness benchmarks on the PSAT 8/9 by 5 percentage points in Reading and Writing (RW) and 5 percentage points in Mathematics.

2024-25: 86% Met RW; 69% Met Mathematics; 67% Met Both

2023-24: 81% Met RW; 77% Met Mathematics; 71% Met Both (Baseline Year)

Evaluation Data Sources: PSAT 8/9 (Grade 8) College Board

Strategy 1 Details
<p>Strategy 1: Measure college and career readiness of students as measured on MAP "On-Track" to College Board benchmark performance in reading and math.</p> <p>Strategy's Expected Result/Impact: Increase percent of students who are "On-Track" in reading and math as measured on MAP.</p> <p>Staff Responsible for Monitoring: Admin Teachers Core Department Chairs</p>

Goal 1: STUDENT ACHIEVEMENT. Memorial Middle School students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 7: ADVANCED COURSES: Increase the number of students completing advanced courses.

Spring 2025: 977 students completed one or more advanced courses

Spring 2024: 976 students completed one or more advanced courses

Spring 2023: 1,000 students completed one or more advanced courses

Evaluation Data Sources: Skyward course data (AAC courses)

Strategy 1 Details
<p>Strategy 1: Uphold the AAC contract timelines.</p> <p>Strategy's Expected Result/Impact: Completion of advanced courses.</p> <p>Staff Responsible for Monitoring: Admin Teachers Core Department Chairs</p>

Goal 2: STUDENT SUPPORT. Memorial Middle School students will benefit from multi-tiered systems of support.

Performance Objective 1: CORE CHARACTERISTICS OF A T-2-4 READY GRADUATE: By June 2026, Memorial Middle Middle School will implement at least three strategies that advance the focus on Core Characteristics for every child.

Evaluation Data Sources: Campus calendar and newsletters

Strategy 1 Details
<p>Strategy 1: Principal and Counselor assemblies quarterly</p> <p>Strategy's Expected Result/Impact: Reduced disciplinary referrals</p> <p>Staff Responsible for Monitoring: Admin Teachers Core Department Chairs</p>
Strategy 2 Details
<p>Strategy 2: Dr. Crystal Collier speaks to all students.</p> <p>Strategy's Expected Result/Impact: Reduce high-risk behaviors in students.</p> <p>Staff Responsible for Monitoring: Admin Teachers Counselors</p>
Strategy 3 Details
<p>Strategy 3: International Day</p> <p>Strategy's Expected Result/Impact: Student, teacher, and community understanding of the diversity of our school.</p> <p>Staff Responsible for Monitoring: Admin Teachers Counselors</p>
Strategy 4 Details
<p>Strategy 4: Street Grace presents to all students about safe social media usage.</p> <p>Strategy's Expected Result/Impact: Decreased high risk behaviors</p> <p>Staff Responsible for Monitoring: Administration</p>

Strategy 5 Details

Strategy 5: The CIS will collaborate with Bo's Place to establish grief counseling groups, lunch bunches, and parent presentations.

Strategy's Expected Result/Impact: Support for recent student losses during the July 4, 2025 floods.

Staff Responsible for Monitoring: CIS

Goal 2: STUDENT SUPPORT. Memorial Middle School students will benefit from multi-tiered systems of support.

Performance Objective 2: INTERVENTIONS: By June 2026, Memorial Middle Middle School will implement TIER interventions with students identified as needing academic or behavioral supports.

Evaluation Data Sources: Multiple measures

Strategy 1 Details
<p>Strategy 1: Maintain four counselor positions at MMS to coordinate monitoring high need students who are not in special education.</p> <p>Strategy's Expected Result/Impact: All intervention timelines will be met.</p> <p>Staff Responsible for Monitoring: Admin Teachers Counselors</p>

Goal 2: STUDENT SUPPORT. Memorial Middle School students will benefit from multi-tiered systems of support.

Performance Objective 3: POST-SECONDARY PLANNING: Memorial Middle Middle School students will engage in activities that will prepare them to meet graduation requirements and pursue a viable post-secondary outcome.

Evaluation Data Sources: 4-Year Plan, Endorsement Selection Form

Strategy 1 Details
<p>Strategy 1: Counselors will have 100% of 8th grade students complete 4 year plans before May 22, 2026.</p> <p>Strategy's Expected Result/Impact: High school readiness</p> <p>Staff Responsible for Monitoring: Counselors</p>

Goal 2: STUDENT SUPPORT. Memorial Middle School students will benefit from multi-tiered systems of support.

Performance Objective 4: STUDENT ATTENDANCE: By June 2026, student attendance at Memorial Middle Middle School will increase or will be $\geq 98\%$.

Evaluation Data Sources: Skyward data and Texas Academic Performance Report

Strategy 1 Details
<p>Strategy 1: Administration follow up with students missing multiple days. Strategy's Expected Result/Impact: School contact with families via the truancy program Staff Responsible for Monitoring: Administration</p>

Goal 3: SAFE SCHOOLS. Memorial Middle School will ensure a safe and secure learning environment.

Performance Objective 1: SAFE SCHOOL ENVIRONMENT: Align academic, behavior, and discipline systems to support a safe campus culture and maximize student learning.

Evaluation Data Sources: Discipline Data Dashboard, Review effectiveness of Behavior Intervention Plans

Strategy 1 Details
<p>Strategy 1: Collaborate with other SBISD MS campuses to ensure alignment of consequences.</p> <p>Strategy's Expected Result/Impact: Alignment with other middle schools and feeder pattern high schools for consequences</p> <p>Staff Responsible for Monitoring: Admin</p>

Goal 3: SAFE SCHOOLS. Memorial Middle School will ensure a safe and secure learning environment.

Performance Objective 2: SAFETY COMMITTEE: Strengthen school safety by establishing and conducting Campus Safety Committee reviews throughout the school year.

Evaluation Data Sources: Campus Safety Committee roster and calendar

Strategy 1 Details
<p>Strategy 1: Establish Campus Safety Committee composed of a cross section of stakeholders to look at matters related to campus safety.</p> <p>Strategy's Expected Result/Impact: Refined safety practices</p> <p>Staff Responsible for Monitoring: Campus Safety Officer</p>
Strategy 2 Details
<p>Strategy 2: Participate in campus safety audit.</p> <p>Strategy's Expected Result/Impact: Refined safety practices</p> <p>Staff Responsible for Monitoring: Campus Safety Officer</p>

Goal 3: SAFE SCHOOLS. Memorial Middle School will ensure a safe and secure learning environment.

Performance Objective 3: EMERGENCY OPERATIONS: Maintain Campus Emergency Operations Procedures (EOP) that comply with SB 11, and include Standard Operating Procedures.

Evaluation Data Sources: Campus Emergency Operation Procedures Documents

Strategy 1 Details
<p>Strategy 1: Campus EOP will align to the best practices from the Texas School Safety Center and the Standard Operating Procedures.</p> <p>Strategy's Expected Result/Impact: Submitted campus EOP in September.</p> <p>Staff Responsible for Monitoring: Campus Safety Officer</p>
Strategy 2 Details
<p>Strategy 2: Update campus EOPs annually and train staff at the start of each school year.</p> <p>Strategy's Expected Result/Impact: Campus procedures maintained in campus EOP. Staff training documents maintained.</p> <p>Staff Responsible for Monitoring: Campus Safety Officer</p>

Goal 4: FISCAL RESPONSIBILITY. Memorial Middle School will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 1: FINANCIAL MANAGEMENT: Maintain high quality financial management practices.

Evaluation Data Sources: Year-To-Date (YTD) Budget Reports (monthly, quarterly, annually)

Strategy 1 Details
<p>Strategy 1: Conduct frequent budget meetings with Administrative Assistant to review and manage budgets.</p> <p>Strategy's Expected Result/Impact: Error free records. Documentation of purchases and orders.</p> <p>Staff Responsible for Monitoring: Principal Administrative Assistant</p>

Campus Funding Summary

199 PIC 11 - Instructional Services					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$68,951.00
+/- Difference					\$68,951.00
199 PIC 22 - Career & Technology					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$5,735.00
+/- Difference					\$5,735.00
199 PIC 23 - Special Education					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$1,470.00
+/- Difference					\$1,470.00
199 PIC 24 - At Risk					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$3,350.00
+/- Difference					\$3,350.00
199 PIC 25 - ESL/Bilingual					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00

199 PIC 25 - ESL/Bilingual					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
Budgeted Fund Source Amount					\$3,475.00
+/- Difference					\$3,475.00
199 PIC 99 - Undistributed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$11,500.00
+/- Difference					\$11,500.00
Grand Total Budgeted					\$94,481.00
Grand Total Spent					\$0.00
+/- Difference					\$94,481.00