

Hitchcock Independent School District

2024-2025 Crosby Middle School Campus Improvement Plan



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Travis Edwards

Principal

Donette L. Line

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Holly Chester

Mission Statement

Our sole priority at Crosby Middle School is to make sure everyone is loved, safe and thriving to learn.

Vision

- * Everyone belongs. Everyone matters
- * We COMPETE at a high level in everything we do
- * Challenge each other. Celebrate our successes
 - * #wecompeteatthehighestlevel
 - * #cmsflex

Goals

Goal #1: Make academic achievement and student performance the primary priority of Crosby Middle School

Goal #2: Recruit, Reward, and Retain Highly Qualified Staff

Goal #3: Maintain a safe and disciplined environment conducive to learning

Goal #4: Create a clear road map for students as well as staff through a dedicated PLC implemented with fidelity (TIP)

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Crosby Middle School serves approximately 399 students in grades 6-8. The student population is represented by 44% African American, 34% Hispanic, 17% White, 4% Two or more, and 1% Asian. The average daily attendance rate for students is approximately 96%. There is an overall rate of 85% for Economically Disadvantaged. Crosby Middle School serves approximately 44 English Learners, 61 Special Education students, and 18 Gifted and Talented students. (This information is based on the 2023-24 school year.)

Demographics Strengths

The close-knit community and small student population allows for a complete understanding of individual family dynamics and allows for an authentic connection to each student.

Demographic Needs

- Increase academic, advancement, and enrichment opportunities for students
- Increase communication with families (including non-English speakers)
- Increase opportunities for family and community participation and education

Student Academic Achievement

Student Academic Achievement Summary

2024 Campus Performance on State Accountability

To Be Determined

Note: 2024 scores are preliminary due to the delay in the release of State Accountability, and are subject to change.

2023 Campus Performance on State Accountability

To Be Determined

Note: 2023 State Accountability ratings were not released.

2022 Campus Performance on State Accountability

- Overall Performance: 74 out of 100 (C)
- Student Achievement: 67 out of 100 (Not rated Senate Bill 1365)
- School Progress: 74 out of 100 (C)
- Closing the Gaps: 73 out of 100 (C)
- Distinctions Earned: Science

2021 Campus Performance on State Accountability

- Not Rated: Declared State of Disaster

2020 Campus Performance on State Accountability

- Not Rated: Declared State of Disaster

2019 Campus Performance on State Accountability

- Overall Performance: 59 out of 100 (F)
- Student Achievement: 60 out of 100 (D)
- School Progress: 63 out of 100 (D)
- Closing the Gaps: 50 out of 100 (F)
- Distinctions Earned: No distinctions earned

Crosby Middle School 23/24

Grade/Subject	STAAR 23-24	23-24 State	MAP MOY Data	Difference from MOY
6 th Math	45/18/5	70/37/13 -25/-19/-8	39/18/5	+6/0/0
7 th Math	42/21/9	53/32/10 -11/-11/-1	37/16/4	+4/+1/+1
8 th Math	55/24/10	70/40/15 -15/-16/-5	35/11/2	+18/+9/+4
Algebra	100/73/27	79/45/25 +21/+28/+2	86/68/41	+14/+5/-14
6 th ELA	62/35/9	75/55/25 -13/-20/-16	43/21/8	+19/+13/0
7 th ELA	65/35/17	72/52/28 -7/-17/-11	51/31/9	+12/+1/+5
8 th ELA	79/50/19	79/54/28 0/-4/-9	48/27/6	+30/+20/+9
8 th Science	52/21/7	68/42/16 -16/-21/-9	53/34/11	-3/-18/-8
8 th Social Studies	35/11/4	60/31/15 -25/-20/-11	20/9/2	+11/-3/-2

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

District/campus goals; current and prior year(s) district/campus improvement plans; district/campus planning and decision-making committee(s) meeting data; state and federal requirements; etc.

Accountability Data

Texas Academic Performance Report (TAPR) data; Performance Index Framework data; Accountability Distinction Designations; Federal Report Card data; PBMAS data; etc.

Student Assessment Data

State and federally required assessment information; State of Texas Assessment of Academic Readiness (STAAR) assessment data; Texas English Language Proficiency Assessment System (TELPAS) data;), NWEA MAP, and other assessments; local unit assessment data; attendance data; discipline data; report card grades; observation data; etc.

2023-2024 Campus Leadership Team Members

Committee Role	Name	Position
District Level Administrator	Travis Edwards	Superintendent
Administrator	Donette L. Line	Principal
Administrator	Holly Chester	Academic Dean
Counselor	Sonya Wyche	Campus Counselor
Classroom Teacher	Jessica Vestal	(SS) Teacher
Special Education Teacher	Jennifer Tauch	(SPED) Teacher
Parent	Christine Munoz	Parent
Parent	Krista Kilsby	Parent
Community Member	Blake Sapp	Community Organization

Goals and Performance Objectives

Goal #1: Make academic achievement and student performance the priority of Crosby Middle School.

Performance Objective 1: 100% of students will achieve at least one year’s academic progress on year-end assessments (STAAR, TELPAS, etc.)

Performance Objective 2: 30% or more of students will achieve Mastery on STAAR assessments (12% in 2018; 9% in 2019; 10% in 2021) **Performance Objective 3:** 100% of students will meet or exceed the level of Approaches for the STAAR (in each subject area)

Performance Objective 4: Attendance Rate will be higher than the state average

Evaluation Data Sources / Evidence Demonstrating Progress: lesson plans, progress monitoring, student assessment scores, special programs documentation, meeting/activity documentation (minutes, agendas, participant attendance, etc.)

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Ongoing collection/evaluation/disaggregation of data (formative, summative, district unit assessments, state assessments, universal screeners, etc.) and utilization of data to drive/differentiate/scaffold instruction and interventions	Title I: for Coordination of School Improvement (Instructional Coach); Local Funds	Teachers, Principals				
Thorough pre-planning of lessons for instruction and intervention to include high-level questions, engaging and rigorous activities, instructional strategies, differentiated instruction, and cross-curricular collaboration/implementation		Teachers, Principals				
Ongoing monitoring and campus/district-wide planning to include: effectiveness of instruction (observations/walk-throughs), evaluation of student progress monitoring data (administrative data meetings), effective master scheduling, planning for instruction and intervention periods, monitoring of special programs and student support, ongoing targeted and effective professional development, etc.		Principals, District Coordinators; Campus Leadership Team				
Ongoing effective utilization of technology to support academic achievement – to include chrome carts for students in grades 6th-8 th , use of software (such as: NWEA MAP, Study Island, Nearpod, Flocabulary, etc.)		Teachers, Principal, District Coordinators				
Ongoing focus and implementation of the components of COMPETE. Use instructional strategies that focus on collaboration, ongoing feedback, movement, personal goals, everyone matters, think, and enjoy		Teachers, Campus Leadership Team				

Ongoing encouragement and positive incentives to students – to include student awards ceremonies, students awards, promotion of the importance of assessments, and opportunities earned through academic achievement		Teachers, Principals				
Implementation of interactive notebooks in the core subjects to help students organize and synthesize information while imbedding writing across all content areas.		Teachers, Principals				
For Reviews: □ = Accomplished ◻ = Continue/Modify + = Considerable Progress / = Some Progress ◻ = No Progress X = Discontinue						

Goal #1: Make academic achievement and student performance the priority of Crosby Middle School.

Performance Objective 5: Achieve UIL Academic District Champion at each division grade level

Performance Objective 6: All extra-curricular organizations, teams, and clubs will achieve Regional and/or State level

Performance Objective 7: All students participating in organizations, teams, and clubs will achieve 100% passing rate all school year

Evaluation Data Sources / Evidence Demonstrating Progress: meeting/activity documentation (minutes, agendas, participant attendance, scoring results/awards, etc.); student report cards

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Encourage and actively recruit students for participation – to include incentives/rewards for participation; celebration of successes; and public acknowledgement (newspaper, district site/social media, school board meetings, athletic and academic pep rallies, etc.)	General Funds	Teachers, Principals, Coaches, Athletic Director, Club/Activity Sponsors				
Work throughout the entire school year (as opposed to just before contest) on student engagement/preparation; ensure meeting of all deadlines and knowledge/adherence to rules/regulations		Coaches, Club/Activity Sponsors, Athletic Director				
Teach, mentor, monitor coaches/sponsors; monitor programs/events		Athletic Director, Principals				
Monetary incentives (stipends) for staff sponsorship of many organizations, clubs, UIL activities, etc.		Principals, Superintendent				
For Reviews: □ = Accomplished ◻ = Continue/Modify + = Considerable Progress / = Some Progress ⊖ = No Progress X = Discontinue						

Goal #1: Make academic achievement and student performance the priority of Crosby Middle School.

Performance Objective 8: Decrease the achievement gap between special populations of students (socio-economic status, ethnicity, Special Education, English Language Learners, etc.) to achieve “Met Standard” in “Closing the Gaps” on State Accountability

Evaluation Data Sources / Evidence Demonstrating Progress: lesson plans, progress monitoring, AVID Binders, student assessment scores, special programs documentation, meeting/activity documents (minutes, agendas, participant attendance, etc.)

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Ongoing staff training in effective differentiation strategies and best practice related to students with individualized needs (English Learners, Dyslexia, low socio-economic students, etc.)	263, Local	Teachers, Principals, District Coordinators				
Ongoing data disaggregation and monitoring of instruction		Teachers, Principals				
Provide professional development to increase support for Special Education and English Learners		Principals				
Referral to special programs (Response to Intervention, Section 504, Dyslexia, ESL, Special Education, etc.) as appropriate to ensure effective/appropriate ongoing support and accommodations for students		Teachers, Principals, District Coordinators				
Effective and compliant operations to ensure students in special programs (Response to Intervention, Section 504, Dyslexia, ESL, Special Education, etc.) are identified, provided ongoing support as needed, and utilizing accommodations/modifications as required		Principals, District Coordinators				
Expand the AVID elective program to include all grade levels		Teachers, Principals, District Coordinators				
Every AVID student will utilize AVID binders and agendas in all content classes daily		Teachers, Principals, AVID Site Coordinators				
Staff will participate in professional development on WICOR Strategies for utilization in core content classes		Teachers, AVID/District Coordinators				
For Reviews: ☐ = Accomplished ☒ = Continue/Modify + = Considerable Progress / = Some Progress ☐ = No Progress X = Discontinue						

Goal #1: Make academic achievement and student performance the priority of Crosby Middle School

Performance Objective 9: Crosby Middle School will increase student average daily attendance to 97%

Evaluation Data Sources / Evidence Demonstrating Progress: attendance data, student participation in incentives, attendance letters and documentation of communication and follow-up

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Accurately record/monitor daily attendance; plan for making up work, making up lost instruction, and making up time	General Funds;	Teachers, Attendance Clerks, Principals				
Individual and campus attendance incentives – to include recognition at awards assemblies, perfect attendance, celebration events		Teachers, Principals				
Ongoing parent notification/communication, documentation letters and follow-up		Teachers, Principals,				
School Officer and Administration will conduct home visits to speak to parents regarding requirements of attendance as well as welfare checks		SLO, Principals				
For Reviews: ☐ = Accomplished ☒ = Continue/Modify + = Considerable Progress / = Some Progress ☐ = No Progress X = Discontinue						

Goal #2: Recruit, Reward, and Retain Highly Qualified Staff

Performance Objective 1: Increase staff retention rate by

Performance Objective 2: Campus-wide ongoing focus on improving culture and climate

Evaluation Data Sources / Evidence Demonstrating Progress: staff hiring and salary documentation, staff surveys

Strategy Description		Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Administrators will participate in ongoing recruitment activities (publish open positions, attend job fairs, etc.)	General Funds	Principal				
Continue to provide support for all staff members by providing PLCs and common planning periods		Superintendent, Principal				
Ensure ongoing communication with staff and increase transparency through weekly calendar updates, monthly staff meetings, weekly and bi-weekly PLCs.		Principal				
Ensure ongoing growth and increased effectiveness of campus staff by providing ongoing professional development activities, webinars, and access to conferences and workshops.		Superintendent, Principal				
Provide incentives and recognition for faculty and staff members		Principal, Campus hospitality Committee				
Ongoing activities and monitoring to improve school culture and climate		Principal				
For Reviews: □ = Accomplished ◻ = Continue/Modify + = Considerable Progress / = Some Progress ◻ = No Progress X = Discontinue						

Goal #3: Maintain a safe and disciplined environment conducive to learning

Performance Objective 1: 25% decrease in the number of office discipline referrals

Evaluation Data Sources / Evidence Demonstrating Progress: discipline data, classroom walk-through documentation

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Build positive, encouraging relationships with students, and utilize positive behavioral incentives (individual, classroom, campus-wide)	General Funds	Teachers, Principals				
Display of CHAMPS visuals, and consistent usage of CHAMPS protocols in all classrooms		Teachers, Principals				
Creation/implementation of campus- wide student incentives, rewards, and recognition		Teachers, Principals				
Monitor consistent use of strategies and positive incentives; ensure discipline placements are appropriate and aligned to legal requirements		Principals				
For Reviews: □ = Accomplished ◻ = Continue/Modify + = Considerable Progress / = Some Progress ◻ = No Progress X = Discontinue						

Goal #3: Maintain a safe and disciplined environment conducive to learning

Performance Objective 2: When surveyed, students, staff, and parents will report feeling the campus is a safe and secure learning environment

Evaluation Data Sources / Evidence Demonstrating Progress: visitor logs, maintenance logs

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Ensure/check that doors are secured after entry/exit – always remove anything preventing doors from locking	General Funds	All Staff				
Ensure all visitors enter through main door and sign-in to the school visitor management system (escort any non-registered visitor to office immediately) – teach students not to open doors for strangers/visitors		All Staff				
Monitor safety/security; advertise/inform public/community of the sign-in system; educate staff; convey school policy to parents; stress student safety		Principals, Superintendent				
Ensure regular maintenance of building – regularly check door mechanisms; repair keys and/or door mechanisms as needed; post visible signs		Maintenance Director				
For Reviews: <input type="checkbox"/> = Accomplished <input type="checkbox"/> = Continue/Modify <input type="checkbox"/> = Considerable Progress / = Some Progress <input type="checkbox"/> = No Progress <input type="checkbox"/> = Discontinue						

Goal #4 Create a clear road map for students as well as staff through a dedicated PLC (TIP)

Performance Objective 1: Increase teacher collaboration

Performance Objective 2: Provide data-driven instruction

Performance Objective 3: Provide curriculum and assessments aligned to TEKS

Evaluation Data Sources / Evidence Demonstrating Progress: Staff Development Agendas, PLC Agendas, lesson plans, and Walk through Reports

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Teachers collaboratively will use the TEKS Resource System, TEKS guide, and Unit Tests to collaboratively create and plan lessons	Local	Superintendent, Principal				
PLC's will be led by the Campus Leadership Team and follow Data Driven instruction protocol for weekly and 9-week meetings		Principals, Campus Leadership Team				
Teachers will collaboratively plan and create bell ringers, exit tickets, objectives, and lesson plans using the TEKS Resource System		Superintendent, Principals,				
Implement Frequent teacher observations and reflective feedback		Superintendent, Principals, C&I Coordinator				
For Reviews: □ = Accomplished ◻ = Continue/Modify + = Considerable Progress / = Some Progress ◻ = No Progress X = Discontinue						