

Red Oak Independent School District

Red Oak Middle School

2019-2020



Mission Statement

The mission of Red Oak Middle School is to create life-long learners who are academically and socially prepared to be productive citizens by providing a safe environment with strong parental and community involvement where all children are challenged through stimulating learning experiences to meet the community goal of “Realizing Our Individual Student’s Dreams.”

Vision

4 Talons of the Hawk

Exhibits Academic Readiness: 1% Better Daily & Loving 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"



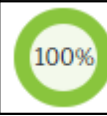
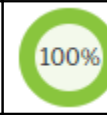



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Goal 1: Exhibits Academic Readiness: Equip all students for high levels of academic achievement and continuous growth and development.

Performance Objective 1: Through implementation of the district curriculum as well as strategies and professional development to strengthen the instructional core, STAAR performance will increase 12% for approaches (78%) 11% for meets and 7% for Masters








Summative Evaluation 1:

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Utilize digital content options to provide individualized practice and timely feedback to teachers.	Content Area Teachers Librarian Instructional Coaches Campus Administrators	Teacher lesson plans Digital content logs			
2) Provide targeted instruction and enrichment to students through Talon Time (built-in time in the school day).	Content Area Teachers Instructional Coaches Campus Administrators	Student growth on CBAs, formative assessments, summative assessments, and STAAR tests.			
 = Accomplished  = No Progress  = Discontinue					

Goal 1: Exhibits Academic Readiness: Equip all students for high levels of academic achievement and continuous growth and development.

Performance Objective 2: Utilize a variety of processes to monitor and foster measurable growth in students and staff.

Summative Evaluation 2:

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Staff will create assessments and monitor student data to track progress.	Content Area Teachers Instructional Coaches Campus Administrators	CBA's CFA's Teacher made test Bench marks demonstrating performance goals and growth.			
2) Conduct a dedicated Professional Learning Community (PLC) once every seven days.	Content Area Teachers Instructional Coaches Campus Administrators District Curriculum Department Leaders	Professional Learning Community Meeting notes. Professional Learning Community training logs.			
 = Accomplished  = No Progress  = Discontinue					

Goal 1: Exhibits Academic Readiness: Equip all students for high levels of academic achievement and continuous growth and development.

Performance Objective 3: Recruit, support, retain and reward quality personnel while providing ongoing and relevant professional development that translates to student engagement and success.











Summative Evaluation 3:

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Provide a campus mentor/support for new teachers (new to Red Oak and new to Red Oak Middle School).	Department Heads Instructional Coaches Campus Administrators	New Teacher survey results Department head meeting notes			
2) Administrators will use the T-TESS evaluation system to conduct goal progress monitoring for staff. Goal Progress will be monitored and communicated between the staff member and administrator once per semester.	Teachers Campus Administrators	T-TESS appraiser meeting notes			
3) Recognize efforts and accomplishments of staff members through monthly awards.	Campus Administrators District Administrators	Campus and district parent newsletters Social media posts			
4) Provide leadership and internship opportunities to teacher leaders.	Teachers Department Heads Campus Administrators District Administrators	Meeting logs Internship activity logs			
= Accomplished = No Progress = Discontinue					

Goal 2: Seek Opportunities and Challenges of Learning: Promote and support an environment that inspires high levels of student growth, resilience, integrity, and tenacity.

Performance Objective 1: Encourage students to explore, identify and develop their strengths and passions through multiple pathways that are appropriate to each individual.







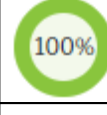
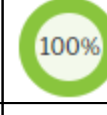





Summative Evaluation 1:

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Students will participate in a variety of projects through all core content and elective classes.	Teachers Instructional Coaches Campus Administrators	Student produced products Open House and/or curriculum nights			
2) General education and special education teachers collaborate through Professional Learning Communities (PLC) to implement learning plans based on student needs.	Teacher Instructional Coaches Campus Administrators	Professional Learning Community meeting notes Increased performance on assessments			
3) Provide Limited English Proficient students with additional support through a designated ESL elective class.	ESL Teacher Counselors Campus Administrators	Participating student report cards Increased performance on assessments			
 = Accomplished  = No Progress  = Discontinue					

Goal 3: Demonstrates Fair, Respectful, and Well-Rounded Characteristics: Provide all students with a safe, secure, nurturing, and positive learning environment.

Performance Objective 1: Provide a safe and positive environment to establish transparent, open, honest, and trusting relationships. Parents, students, teachers, and staff are valued and equipped with strategies necessary to overcome challenges.








Summative Evaluation 1:

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Red Oak Middle School will utilize the 7 Mindsets program to teach social and emotional skills. Renaissance conference by Josten	Teachers Counselors Campus Administrators	7 Mindsets lessons logs.			
2) Continue student recognition programs and student service groups.	Teachers Campus Administrators	Monthly Student of the Month recognition in each class			
3) Ensuring a learning environment that is safe, drug-free and conducive to learning.	Teachers Counselors Campus Administrators Campus Police Officers District level administrators	District Safety Audit PEIMS 425 Report			
4) Maintain a welcoming campus environment that students, parents, staff and community take pride in.	All Red Oak Middle School staff	Leadership student ambassadors Customer Care			
5) Monitor student attendance to attain targeted 96% campus attendance rate.	Teachers Counselors Attendance clerk Campus administrators	iCount and Talon Incentives Awards			
ESF Levers Lever 3: Positive School Culture 6) Teach students conflict resolution and reduce school violence.					
 = Accomplished  = No Progress  = Discontinue					

Goal 3: Demonstrates Fair, Respectful, and Well-Rounded Characteristics: Provide all students with a safe, secure, nurturing, and positive learning environment.

Performance Objective 2: Implement consistent district-wide training programs for students, staff, and parents that address physical safety and security protocols in collaboration with the Red Oak ISD Police and local authorities.







Summative Evaluation 2:

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Review campus crisis plans and ensure that various drills are conducted in accordance with local and state requirements.	Campus Administrators ROMS Campus Officers ROISD Chief of Police	Safety Day Drill Schedules Drill reports/logs			
2) Provide Crisis Prevention Intervention (CPI) training for the prevention and intervention campus based teams.	Special Education Teachers & Aides Campus Administrators District Behavior Specialists Directors of Special Education	Eduphoria documentation of training Documentation of CPI event			
 = Accomplished  = No Progress  = Discontinue					

Goal 4: Leaves a Legacy Through Service: Actively engage all stakeholders to model and support servant-leadership.

Performance Objective 1: Foster partnerships with businesses, community organizations, local government, and higher education institutions.







Summative Evaluation 1:

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Provide opportunities for parents and the community to visit, volunteer, and celebrate with students and staff.	All staff PTA Department Heads Counselors Campus Administrators	Events Calendar Photos of events Newspaper articles PTA Meetings Open House Book Fair Parent Teacher Conferences Hispanic Heritage Month and African American History celebration nights. 6 Grade family fair. Talent showcase in March. Silent auction with art. STUCO movie nights. School dances.			
 = Accomplished  = No Progress  = Discontinue					

Goal 4: Leaves a Legacy Through Service: Actively engage all stakeholders to model and support servant-leadership.

Performance Objective 2: Provide opportunities for all Red Oak ISD students to develop meaningful relationships and connections that serve communities.





Summative Evaluation 2:

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Create opportunities for families and staff to socialize and connect outside of school hours.	Department Heads Librarian Coaches, Directors, and/or Group Sponsors Counselors Campus Administrators	Social media posts and comments Open House Extra-curricular events			
2) Provide curriculum/program for students to develop leadership and good character.	All teachers Campus Administrators	Talon Cards Student Council 7 Mindsets Leadership club			
3) Provide opportunities for Red Oak Middle School clubs and organizations to participate in a variety of service projects.	Coaches, Directors, and/or Group Sponsors Campus Administrators	Club/Organization service project participation logs Social media posts/comments Appreciation notes/notifications			
 = Accomplished  = No Progress  = Discontinue					

Goal 5: Provide comprehensive support for students not meeting the STAAR component target percentage. EL and White Students will meet passing percentages set by the State for closing the gap.

Performance Objective 1: Utilize available data to identify, monitor individual student academic growth and provide RTI.

Summative Evaluation 1:

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
Targeted Support Strategy Additional Targeted Support Strategy ESF Levers Lever 4: High-Quality Curriculum Lever 5: Effective Instruction 1) Provide tutoring services before and after school towards targeted students	College student tutors Teachers Campus Administrators	Participating student report cards Increased performance on assessment			
 = Accomplished  = No Progress  = Discontinue					