

Red Oak Independent School District
Red Oak Middle School
2020-2021 Campus Improvement Plan



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"

Table of Contents

Comprehensive Needs Assessment	5
School Processes & Programs	5
Perceptions	6
Priority Problem Statements	8
Comprehensive Needs Assessment Data Documentation	9
Goals	10
Goal 1: Exhibits Academic Readiness: Equip all students for high levels of academic achievement and continuous growth and development.	10
Goal 2: Seek Opportunities and Challenges of Learning: Promote and support an environment that inspires high levels of student growth, resilience, integrity, and tenacity.	13
Goal 3: Demonstrates Fair, Respectful, and Well-Rounded Characteristics: Provide all students with a safe, secure, nurturing, and positive learning environment.	14
Goal 4: Leaves a Legacy Through Service: Actively engage all stakeholders to model and support servant-leadership.	17
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.	19
2020-2021 Campus Site-Based Committee	20
Addendums	21

Comprehensive Needs Assessment

School Processes & Programs

School Processes & Programs Summary

Red Oak Middle School works with the district Curriculum Department to ensure that student needs are met through a rigorous TEKS based instructional program. A robust menu of Staff Development Offerings is put together for teachers to participate in the summer and to prepare for the upcoming school year. Teachers participate in weekly Professional Learning Community meetings where we focus on studying the TEK and planning the lesson as well as post instruction meetings where we analyze the data to further inform our instructional decisions. Student progress is monitoring will look different with dual components of Asynchronous and Face to Face instruction. We will continue to incorporate and progress monitor Curriculum Based Assessments, Pre-Assessments and teacher created tests. Lead4ward's STAAR4ward series is followed closely by our Campus Instructional Team as we turn around instructional strategies, vocabulary development and other instructional tools. Our Goal is to meet each student where they are at socially and academically, through our Talon Time with support from our instructional coaches.

School Processes & Programs Strengths

Teachers and administrators continue to work with the planning and assessment process and using CBA's, formative assessment and teacher made tests to inform and guide instruction. Teachers have input into the development of CBA's or campus based assessments and use that data to drive instruction. Both the pre and post PLC are used to monitor individual student growth and determine the appropriate level of challenge for each individual student.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Teachers continue the basic elements of the PLC, formal professional learning community training was conducted over the summer.

Perceptions

Perceptions Summary

Our core values and beliefs at Red Oak Middle School are to embrace the 4 talons of the Graduate Profile by:

Embracing 21st Century Technology

Creating supportive, healthy and positive relationships

Fostering individuality; one size does not fit all

ROMS embraces building relationships while holding students accountable for academic excellence. Our campus strives to "Capture Kids Hearts" as we know that students will learn most willingly from people who genuinely care about their well-being.

Perceptions Strengths

Student Leadership Summary

Red Oak Middle School has a strong student leadership program guided by teachers who work to both model and cultivate leadership characteristics in our students. A list of these programs can be found below:

Student Leadership Class

Student Council

Civil Air Patrol, CAP Program

Career Teach Course

6th Grade Leadership Class through Capturing Kids Hearts and Leadworthy

Renaissance Program

Band Council

Drill Team and Cheerleader Officers

National Junior Honor Society

Book Club

Chess Club

Coding Club

Robotics Club

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals

Employee Data





- Campus department and/or faculty meeting discussions and data
- TTESS data
- T-PESS data

Goals

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

Evaluation Data Sources: Approaches, meets and masters Grade level standards.

<p>Strategy 1: Continue to utilize digital content options to provide individualized practice and timely feedback to teachers.</p> <p>Evidence that Demonstrates Success: Teacher lesson plans Digital content logs</p> <p>Staff Responsible for Monitoring: Content Area Teachers Librarian Instructional Coaches Campus Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Continue to provide targeted instruction and enrichment to students through Talon Time (built-in time in the school day).</p> <p>Evidence that Demonstrates Success: Student growth on CBAs, formative assessments, summative assessments, and STAAR tests.</p> <p>Staff Responsible for Monitoring: Content Area Teachers Instructional Coaches Campus Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  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.

<p>Strategy 1: Staff will create assessments and monitor student data to track progress.</p> <p>Evidence that Demonstrates Success: BOY Testing for 2020-21 CBA's CFA's Teacher made test Bench marks demonstrating performance goals and growth.</p> <p>Staff Responsible for Monitoring: Content Area Teachers Instructional Coaches Campus Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Conduct a dedicated Professional Learning Community (PLC) once every seven days.</p> <p>Evidence that Demonstrates Success: Professional Learning Community Meeting notes.</p> <p>Professional Learning Community training logs.</p> <p>Staff Responsible for Monitoring: Content Area Teachers Instructional Coaches Campus Administrators District Curriculum Department Leaders</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  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.

<p>Strategy 1: Provide a campus mentor/support for new teachers (new to Red Oak and new to Red Oak Middle School). Evidence that Demonstrates Success: New Teacher survey results</p> <p>Department head meeting notes Staff Responsible for Monitoring: Department Heads Instructional Coaches Campus Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 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. Assistant Principals will be curriculum leaders/specialists through their specified subject areas. Evidence that Demonstrates Success: T-TESS appraiser meeting notes Staff Responsible for Monitoring: Teachers Campus Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Recognize efforts and accomplishments of staff members through monthly awards. Evidence that Demonstrates Success: District parent newsletters Campus parent newsletters-SMORE Campus weekly newsletter-Principal's Pinnacle of the Week Social media posts Staff Responsible for Monitoring: Campus Administrators District Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Provide leadership and internship opportunities to teacher leaders. Evidence that Demonstrates Success: Meeting logs Intern Counselor Internship activity logs Staff Responsible for Monitoring: Teachers Department Heads Campus Administrators District Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
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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.

<p>Strategy 1: Students will participate in a variety of projects through all core content and elective classes.</p> <p>Evidence that Demonstrates Success: In Person and Asynchronous Students produced products</p> <p>Open House and/or curriculum nights, contingent upon Covid guidelines.</p> <p>Staff Responsible for Monitoring: Teachers Instructional Coaches Campus Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: The Dean of Specialized Learning will supervise and verify that a comprehensive educational plan for our specialized learning students are received. General education and special education teachers collaborate through Professional Learning Communities (PLC) to implement learning plans based on student needs.</p> <p>Evidence that Demonstrates Success: Professional Learning Community meeting notes</p> <p>Increased performance on assessments</p> <p>Staff Responsible for Monitoring: Teacher Instructional Coaches Dean of Specialized Learning Campus Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Provide Limited English Proficient students with additional support through a designated ESL elective class.</p> <p>Evidence that Demonstrates Success: Participating student report cards</p> <p>Increased performance on assessments</p> <p>Staff Responsible for Monitoring: ESL Teacher Counselors Campus Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: A Dean of Specialized Learning position has been created to provide and streamline to provide a comprehensive educational plan. Servicing SPED/504/LEP populations.</p> <p>Staff Responsible for Monitoring: Dean of Specialized Learning ESL Teachers LEP 504</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				
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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.

<p>Strategy 1: Red Oak Middle School will utilize the leadworthy program from the Flippin Group, capturing kids hearts. New Character program, the Connect With Kids Network.</p> <p>Renaissance conference by Josten</p> <p>Staff Responsible for Monitoring: Teachers Counselors Campus Administrators</p>	Reviews			
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<p>Strategy 2: Continue student recognition programs and student service groups.</p> <p>Evidence that Demonstrates Success: Monthly Student of the Month recognition in each class</p> <p>Staff Responsible for Monitoring: Teachers Campus Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Ensuring a learning environment that is safe, drug-free and conducive to learning.</p> <p>Evidence that Demonstrates Success: District Safety Audit PEIMS 425 Report</p> <p>Staff Responsible for Monitoring: Teachers Counselors Campus Administrators Campus Police Officers District level administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Maintain a welcoming campus environment that students, parents, staff and community take pride in.</p> <p>Evidence that Demonstrates Success: Leadership student ambassadors Customer Care</p> <p>Staff Responsible for Monitoring: All Red Oak Middle School staff</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 5: Monitor student attendance to attain targeted 96% campus attendance rate.</p> <p>Evidence that Demonstrates Success: iCount and Talon Incentives Awards</p> <p>Staff Responsible for Monitoring: Teachers Counselors Attendance clerk Campus administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

Strategy 6: Teach students conflict resolution and reduce school violence. ESF Levers: Lever 3: Positive School Culture Funding Sources: Reduce school violence - 289 Title IV - \$13,500	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  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.

<p>Strategy 1: Review campus crisis plans and ensure that various drills are conducted in accordance with local and state requirements.</p> <p>Evidence that Demonstrates Success: Safety Day Drill Schedules Drill reports/logs</p> <p>Staff Responsible for Monitoring: Campus Administrators ROMS Campus Officers ROISD Chief of Police</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Provide Crisis Prevention Intervention (CPI) training for the prevention and intervention campus based teams.</p> <p>Evidence that Demonstrates Success: Eduphoria documentation of training</p> <p>Documentation of CPI event</p> <p>Staff Responsible for Monitoring: Special Education Teachers & Aides Campus Administrators District Behavior Specialists Directors of Special Education</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  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.

<p>Strategy 1: Due to COVID-19 this may not be possible. Contingent on COVID-19 restrictions throughout the year. Provide opportunities for parents and the community to visit, volunteer, and celebrate with students and staff.</p> <p>Evidence that Demonstrates Success: Events Calendar Photos of events Newspaper articles PTA Meetings ZOOM Open House Book Fair Parent Teacher Conferences Hispanic Heritage Month and African American History celebration nights. Coffee with the Principal ZOOM 8/13/2020 6 Grade family fair.</p> <p>Talent showcase in March.</p> <p>Silent auction with art.</p> <p>STUCO movie nights.</p> <p>School dances.</p> <p>Staff Responsible for Monitoring: All staff PTA Department Heads Counselors Campus Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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.

<p>Strategy 1: Create opportunities for families and staff to socialize and connect outside of school hours.</p> <p>Evidence that Demonstrates Success: Social media posts and comments Zoom Open House due to Covid. Extra-curricular events</p> <p>Staff Responsible for Monitoring: Department Heads Librarian Coaches, Directors, and/or Group Sponsors Counselors Campus Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Provide curriculum/program for students to develop leadership and good character.</p> <p>Evidence that Demonstrates Success: Talon Cards Student Council Leadership club</p> <p>Staff Responsible for Monitoring: All teachers Campus Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Provide opportunities for Red Oak Middle School clubs and organizations to participate in a variety of service projects.</p> <p>Evidence that Demonstrates Success: Club/Organization service project participation logs Social media posts/comments Appreciation notes/notifications</p> <p>Staff Responsible for Monitoring: Coaches, Directors, and/or Group Sponsors Campus Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  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.

<p>Strategy 1: Provide tutoring services before and after school towards targeted students</p> <p>Evidence that Demonstrates Success: Participating student report cards Increased performance on assessment</p> <p>Staff Responsible for Monitoring: College student tutors Teachers Campus Administrators</p> <p>ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - Additional Targeted Support Strategy</p> <p>Funding Sources: Tutoring services - 199 24 ACC ED - Compensatory Funds - \$15,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

2020-2021 Campus Site-Based Committee

Committee Role	Name	Position
Administrator	Fabian Garcia	Principal
Administrator	Erika Dillard	Assistant Principal
Classroom Teacher	Ruthie Burke	Teacher
Classroom Teacher	Paul Moten	Teacher
Classroom Teacher	Cicily Samuels	Teacher
Classroom Teacher	Marla Nichols	Teacher
Non-classroom Professional	Megan Whitford	Instructional Coach
Classroom Teacher	Angela Bixby	Teacher
Parent	Veronica Saucedo	Parent
Business Representative	Jonathan Burke	Business Representative
Parent	Carmalisa Maples	Parent
Classroom Teacher	Hannah Schwieger	Teacher
Classroom Teacher	Brandie Anderson	Teacher
Classroom Teacher	Alan Hillman	Classroom Teacher
Classroom Teacher	Gary Shafferman	Classroom Teacher

Addendums