

**Red Oak Independent School District**  
**Red Oak Middle School**  
**2018-2019 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"

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# 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 monitored through our Level Up Campaign, 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.

### School Processes & Programs Strengths

Teachers and administrators understand the planning and assessment process and use 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 understand 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

7 MINDSETS

HADDIT

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
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans

## Accountability Data

- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- Effective Schools Framework data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions

## Student Data: Student Groups

- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data

## Student Data: Behavior and Other Indicators

- Attendance data

## Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus department and/or faculty meeting discussions and data
- TTESS data

# Goals

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

**Performance Objective 1:** Ensure that all students can access an engaging instructional environment that promotes high levels of achievement.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:** Met Performance Objective

**Next Year's Recommendation 1:** Continue this goal as we could always get 1% better.

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
<b>PBMAS</b> 1) Utilize common assessments to dissect and interpret data to facilitate Professional Learning Community discussions for determining instruction for students on all levels.	Content Area Teachers Instructional Coaches Campus Administrators	Student success on CBAs, formative assessments, summative assessments, and STAAR tests. Professional Learning Community Meeting Notes.			
2) 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			
3) 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.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:** Met Performance Objective

**Next Year's Recommendation 2:** Keep goals but add in RTI to track intervention and enrichment.

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Staff will use the Level Up program to create a student-centered environment that encourages student growth and student initiated success for authentic, meaningful learning.	Content Area Teachers Instructional Coaches Campus Administrators	Level Up student charts demonstrating performance goals and growth.			
2) Implement Professional Learning Community (PLC) processes through staff training.	Content Area Teachers Instructional Coaches Campus Administrators District Curriculum Department Leaders	Professional Learning Community Meeting notes. Professional Learning Community training logs.			
3) Utilize the district-wide parent/teacher conference day in addition to teacher conference times to engage parents in planning for student success.	Content Area Teachers Campus Administrators	Parent/Teacher Conference logs/notes			
= 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.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:** Met Performance Objective

**Next Year's Recommendation 3:** Continue goal and only hire the best and brightest.

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.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:** Significant progress made toward meeting Performance Objective

**Next Year's Recommendation 1:** Keep goal to highlight student achievements

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			
<b>PBMAS</b> 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 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 2:** Design and implement professional learning opportunities that grow the personal and professional capacities of staff members.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:** Significant progress made toward meeting Performance Objective

**Next Year's Recommendation 2:** Conduct another book study next year

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Conduct a book study on the PLC book titled Learning by doing.	Campus Administrators	PPT presentations turned in and presented by PLC groups			
2) Conduct meaningful training that address growth opportunities.	Campus Administrators	Staff development day agendas.			
= 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.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:** Significant progress made toward meeting Performance Objective

**Next Year's Recommendation 1:** Implement restorative practices into our discipline systems and expand 7 mindsets

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Red Oak Middle School will utilize support programs that prevent violence, bullying, and character building and student success.	Teachers Counselors Campus Administrators	Student Incident Report Form Leadership student ambassadors Red Ribbon Week Guidance Lessons 7 Mindsets lessons			
2) Continue student recognition programs and student service groups.	Teachers Campus Administrators	Monthly Student of the Month recognition in each class Leadership student ambassadors			
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 97% campus attendance rate.	Teachers Counselors Attendance clerk Campus administrators	iCount and Talon Incentives Awards			
= 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.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:** Met Performance Objective

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.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:** Met Performance Objective

**Next Year's Recommendation 1:** Expand career day

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			
2) Invite local businesses, community members, and/or parents to present their career information to our students.	Career Teachers Counselors Campus Administrators	Careers Night Photos of Event			
= 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.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:** Met Performance Objective

**Next Year's Recommendation 2:** Continue to reach out to community in positive ways.

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.

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

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:** Significant progress made toward meeting Performance Objective

**Next Year's Recommendation 1:** Expand RTI to 5 days a week.

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Identify students who are in need of RTI.	Teachers Campus Administrators	CBA's and teacher made exams			
2) Provide RTI during Talon time to students who are not meeting STAAR Component Target Percentages.	Teachers Campus Administrators	Participating student report cards Increased performance on assessments			
= Accomplished               = No Progress               = Discontinue					

# PBMAS Intervention Strategies

Goal	Objective	Strategy	Description
1	1	1	Utilize common assessments to dissect and interpret data to facilitate Professional Learning Community discussions for determining instruction for students on all levels.
2	1	2	General education and special education teachers collaborate through Professional Learning Communities (PLC) to implement learning plans based on student needs.

## 2018-2019 Campus Site-Based Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Howard Gatewood	Principal
Administrator	Catharine Isaacks	Assistant Principal
Classroom Teacher	Dawn Rickman	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	Mary Moss	Parent
Business Representative	Lisa Freeman	Business Representative
Business Representative	Ruthie Burke	Business Representative
Parent	Carmalisa Maples	Parent
Classroom Teacher	Hannah Schwieger	Teacher
Classroom Teacher	Brandie Anderson	Teacher