

# Ore City Independent School District

## Ore City Middle School

### 2018-2019 Goals/Performance Objectives/Strategies



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# Goals

Revised/Approved: August 09, 2018

**Goal 1: Achieve TEA Met Standard status whereby all students are provided a balanced curriculum and achieve their maximum educational potential, becoming confident and independent learners as measured by mastery of the TEKS and STAAR.**







**Performance Objective 1:** The campus will design and align curriculum and teaching strategies to maximize performance of all student populations to improve student academic performance.

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

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 7 1) Teachers will utilize a backwards design planning approach to create unit plans on the YAG.	2.4, 2.5, 2.6	Principal Counselor Teachers	Increase in STAAR scores				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 7 2) Unit tests are created prior to unit planning then given at the end of the unit in all core subjects.	2.4, 2.5, 2.6	Principal Counselor Teachers	Increase STAAR scores				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 7 3) As a campus we will utilize the 6 Key Target Chart and the Essential Standards to disaggregate data and guide reteaching, intervention, and accelerated instruction.	2.4, 2.5, 2.6	Principal Counselor Teachers	Increase STAAR scores				

<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>4) Adapt instructional activities and materials related to the TEKS so that students with varied levels of knowledge and skills can progress at individual paces within the regular classroom to achieve the identified learning target. Implement inclusion for Special Education students, Content Mastery support for all students. Extended learning for GT and other students.</p>	2.4, 2.5	Principal Teachers Counselor Department Heads Special Education Aides Curriculum Director RtI Teachers	Increase STAAR scores				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>5) Comprehensively assess the staff development needs targeted toward identified student subgroups.</p>	2.4, 2.5, 2.6	Principal Teachers	Increase STAAR scores				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>6) Provide before/after school/advisory tutorials for students who have failed and/or need extra assistance; 1 RtI math class, 2 Grade 7 Writing classes, 6 week targeted instruction for identified students in Math and ELA during PRIDE period. Implementation of inclusion for Special Education students. Content Mastery available for all students.</p>	2.4, 2.5, 2.6	Principal Counselor Teachers Special Ed teachers and aides Instructional Facilitator	Increase STAAR scores				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>7) Utilize RtI, ESL strategies, 504 procedures, and Special Education referral to identify needs and provide intervention strategies and programs for At-Risk students.</p>	2.4, 2.5, 2.6	Principal Counselor 504 Coordinator Diagnostician Teachers Nurse Parent ESL Teacher	Increase STAAR scores				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 7</p> <p>8) Incorporate cross-curriculum teaching techniques and reading/writing strategies emphasizing critical thinking skills in all subjects.</p>	2.4, 2.5, 2.6	Principal Teachers	Increase STAAR scores				
<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>9) Increase the amount of student interaction with the curriculum via technology in order to perform at the application level or higher. (Using computer lab, Smartboards, Smartboard projectors, class sets of Chromebooks, graphing calculators, Google Classroom.</p>	2.4, 2.5, 2.6	Principal Teachers	Increase STAAR scores				

<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>10) Provide staff development: TEKS Resource, technology, classroom management, GT training, DMAC, differentiating instruction, accommodations for STAAR, Content Mastery, and inclusion.</p>	2.4, 2.5, 2.6	Principal Leadership Team	Increase STAAR scores				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 7</p> <p>11) Attend conferences, workshops, seminars, to keep abreast of current issues in education.</p>	2.4, 2.5, 2.6	Principal Counselor Teachers	Increase STAAR scores				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 7</p> <p>12) T-TESS observations will focus on a specific domain and/or instructional strategy/practice in order to foster continued feedback and growth for all teachers.</p>	2.4, 2.5, 2.6	Principal Curriculum Department Teachers	Increase STAAR scores				
<p>  = Accomplished          = Continue/Modify          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							

**Goal 2: Implement programs to maximize networking among school, community, and home to increase student attendance/performance and reduce the retention/drop-out rates.**

**Performance Objective 1:** Increase parental and community involvement by the end of the school year.

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

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 6</p> <p>1) Put articles/pictures in the local newspapers, campus web page, and Facebook page concerning middle school. Utilize Remind 101 app for communication.</p>	2.5	Principal Counselor Teachers Tammy Allen Nurse	Increase parent and student involvement				
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>2) Schedule meet the teacher night prior to the first week of school.</p>	3.2	Principal Counselor Teachers Leadership Team	Increase parent and student involvement				
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>3) Provide process for input from all campus staff to campus/district site-based decision-making committees.</p>	3.2	Principal Leadership Team	Increase parent and student involvement				
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>4) Send reports to parents on timely basis-report cards, progress reports, ect..and continue using the parent portal via the district technology system for viewing attendance and grades(Skyward). Classroom news posted on teacher web page, Facebook page, and Remind 101.</p>	2.6	Secretary Teachers	Increase parent and student involvement				
<p><b>Critical Success Factors</b> CSF 1 CSF 5 CSF 6</p> <p>5) Continue regular conferences with parents to discuss student needs and progress</p>	2.4, 2.5, 2.6	Principal Teachers	Increase parent and student involvement				

<b>Critical Success Factors</b> CSF 5 CSF 6 6) Continue to award honor roll and perfect attendance each six weeks.	2.6	Principal Leadership Committee Parents Volunteers	Increase parent and student involvement				
<b>Critical Success Factors</b> CSF 5 CSF 6 7) Conduct high school orientation meeting for Grade 8 students and middle school orientation for Grade 5 students and parents.	2.5, 3.2	Principal Counselor Teachers	Increase parent and student involvement				
<b>Critical Success Factors</b> CSF 4 CSF 5 CSF 6 8) Encourage the use of the school library by the public during school year and during the summer. Post on Facebook and Remind 101.	2.5	Principal Counselor Teachers Librarian	Increase parent and student involvement				
<b>Critical Success Factors</b> CSF 5 CSF 6 9) Recruit parent volunteers to assist with campus wide activities. (picture day, see you at the pole, dances, field trips)		Principal Counselor Teachers Secretary Sponsors	Increase parent and student involvement				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

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

**Performance Objective 1:** Provide a safe, non-violent, and drug-free environment.

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

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) Implement CHAMPS principles for classroom and campus management.</p>	2.4, 2.5, 2.6	Principal Counselor Teachers	Increase the safety and discipline that is conducive to student learning				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>2) Focus on recognizing positive student behavior.</p>	2.4, 2.5, 2.6	Principal Counselor Teachers Aides	Increase the safety and discipline that is conducive to student learning				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 7</p> <p>3) Implement character ed lessons during PRIDE period through restorative circles based on the adopted campus core values.</p>	2.5, 2.6	Principal Counselor Teachers	Increase the safety and discipline that is conducive to student learning				
<p><b>Critical Success Factors</b> CSF 3 CSF 6 CSF 7</p> <p>4) Conduct regular emergency drills.</p>	2.5	Principal	Increase the safety and discipline that is conducive to student learning				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 7</p> <p>5) Implement campus wide classroom management plan for level one off task behaviors.</p>	2.4, 2.5, 2.6	Principal Assistant Principal Counselor Teachers	Increase the safety and discipline that is conducive to student learning				
<p><b>Critical Success Factors</b> CSF 4 CSF 5 CSF 6</p> <p>6) Provide medical/health services through the school nurse and special programs.</p>	2.5, 2.6	Principal Counselor Nurse	Increase the safety and discipline that is conducive to student learning				



<p><b>Critical Success Factors</b> CSF 4 CSF 5 CSF 6</p> <p>7) Present programs on crisis/drug intervention., anti-bullying and suicide prevention lessons.</p>	2.5, 2.6	Principal Counselor Teachers	Increase the safety and discipline that is conducive to student learning				
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>8) Strengthen the recruitment and induction system by reinstating orientation for incoming Grade 6 students.</p>	2.5, 2.6	Principal Counselor Teachers Parents Volunteers	Increase the safety and discipline that is conducive to student learning				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue







**Goal 4: Attract and retain high-performing administration, faculty, and staff who reflect the values of the community, serve as positive role models, exhibit excellence, and are committed to maintaining high standards for student achievement.**

**Performance Objective 1:** To provide a quality education to our students by employing quality personnel who exemplify the highest standards of professionalism and caring.

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

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) Mentor new teachers and teachers new to the district for 2 years.</p>	2.4, 2.5, 2.6	Principal Teachers	Increase teacher success and probability of retention to the district.				
<p><b>Critical Success Factors</b> CSF 3 CSF 6 CSF 7</p> <p>2) Provide short motivational videos/letters/ect... for staff each six weeks. Continue monthly staff birthday lunches.</p>		Principal Teachers	Increase teacher success and probability of retention to the district.				
<p><b>Critical Success Factors</b> CSF 3 CSF 7</p> <p>3) Employ teachers who meet "Highly-Qualified" standards.</p>	2.4, 2.5, 2.6	Principal	Increase teacher success and probability of retention to the district.				
<p><b>Critical Success Factors</b> CSF 3</p> <p>4) Ensure that UIL sponsors are updated on CPR and first-aid procedures.</p>		Principal Teachers	Increase teacher success and probability of retention to the district.				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4</p> <p>5) Employ highly-qualified paraprofessionals.</p>	2.4, 2.5, 2.6	Principal	Increase paraprofessional success and probability of retention to the district.				

<p><b>Critical Success Factors</b> CSF 2 CSF 3 CSF 6 CSF 7</p> <p>6) Provide process for input from all campus staff to district site-based decision-making committees. Establish a Leadership Team to act in an advisory role and as a liaison from staff to administration.</p>	<p>2.4, 2.5, 2.6</p>	<p>Principal Leadership Team</p>	<p>Increase teacher success and probability of retention to the district.</p>				
<p>  = Accomplished          = Continue/Modify          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							