

**Red Oak Independent School District**  
**Red Oak Middle School**  
**2017-2018 Campus Improvement Plan**

**Accountability Rating: Met Standard**



# 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

## Demographics

### Demographics Summary

Red Oak Middle School serves 1378 students school-wide from 6th grade to 8th grade. Red Oak Middle School is comprised of the following demographic distribution:

African-American 24%

Hispanic 37%

White 36%

Asian 1%

American Indian 1%

Multi-Race 2%

Economically Disadvantaged 52%

English Language Learners 11%

At-Risk 48%

Mobility

### Demographics Strengths

Our attendance rate has consistently been above 97%. We have a very diverse population of learners.

## **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** The increasing economically disadvantaged and at-risk populations will take careful planning to meet their future needs.

## **Student Academic Achievement**

### **Student Academic Achievement Summary**

Red Oak Middle School met expectations for this school year in all four state accountability areas. Our 2015 STAAR Level II: Phase 2 scores in 8th Grade are 92% in Reading. Continuing to raise 8th Grade Social Studies, 6th-8th Reading and 7th Grade Writing and Level II performance of Special Education students in all tested content areas will be our focus. Measures are outlined in the Campus Improvement Plan to strengthen academic performance in these areas. We feel confident that by employing these measures, we will be able to continue to move the campus forward academically. Our focus is on providing quality instruction each and every day for our learners.

#### 2017 STAAR Approaches Percentages

6th Grade Math - 73%, Reading - 61%

7th Grade Math - 68%, Reading - 66%, Writing - 59%

8th Grade Math - 93%, Reading - 85%, Science - 76%, Social Studies - 70%

#### 2017 STAAR Masters Percentages

6th Grade Math - 11%. Reading - 11%

7th Grade Math - 14%, Reading - 19%, Writing - 9%

8th Grade Math - 17%, Reading - 16%, Science - 24%, Social Studies - 24%

### **Student Academic Achievement Strengths**

#### Approaches

8th Grade Math 93%

8th Grade Reading 85%

#### Masters

8th Grade Science 24%

8th Grade Social Studies 24%

### **Problem Statements Identifying Student Academic Achievement Needs**

**Problem Statement 1:** While 8th graders perform well on SSI Reading and Math tests, students are struggling more on tests that are not covered under the SSI umbrella.



## **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:** Although our teachers understand the some elements of the PLC, formal professional learning community training is needed to ensure that processes are effectively impacting instruction.

# 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
- Rachel's Challenge Club
- HADDIT
- Renaissance Program
- Band Council
- Drill Team and Cheerleader Officers
- National Junior Honor Society
- Book Club
- Chess Club
- Coding Club
- Robotics Club

# 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

- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- PBMAS 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

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Special education population, including performance, discipline, attendance, and mobility

## 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
- PDAS and/or T-TESS













# Goals

**Goal 1: Exhibits Academic Readiness: Provide all learners an engaging and innovative approach to education that reaches the specific and diverse needs of each learner.**

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

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

**Summative Evaluation 1:**

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
<b>System Safeguard Strategy</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) Target student learning needs through an after school tutoring program such as Mission Math.	Content Area Teachers Instructional Coaches Campus Administrators	Student success on summative assessments.  Level Up student charts demonstrating performance goals and growth.			
4) Provide targeted instruction and enrichment to students through Hawk 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  = Considerable  = Some Progress  = No Progress  = Discontinue					

**Goal 1:** Exhibits Academic Readiness: Provide all learners an engaging and innovative approach to education that reaches the specific and diverse needs of each learner.

**Performance Objective 2:** Create a process for students, parents, and staff to measure growth based on individual needs using a variety of measurements.

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

**Summative Evaluation 2:**

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              = Considerable              = Some Progress              = No Progress              = Discontinue					

**Goal 1:** Exhibits Academic Readiness: Provide all learners an engaging and innovative approach to education that reaches the specific and diverse needs of each learner.

**Performance Objective 3:** Recruit and retain highly motivated staff while providing ongoing and relevant professional development that translates to student engagement and success.

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

**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) New teachers will conduct a learning walk at least once per semester.	Teachers Instructional Coaches Campus Administrators	New Teacher Reflection form submitted			
4) Recognize efforts and accomplishments of staff members through monthly awards.	Campus Administrators District Administrators	Campus and district parent newsletters Social media posts			
5) Provide leadership and internship opportunities to teacher leaders.	Teachers Department Heads Campus Administrators District Administrators	Meeting logs Internship activity logs			
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue					

**Goal 2: Seek Opportunities and Challenges of Learning: Promote and support a robust digital-aged learning environment to inspire student learning, effective communication, problem solving and creativity.**

**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:**

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>System Safeguard Strategy</b> <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               = Considerable               = Some Progress               = No Progress               = Discontinue					

**Goal 2:** Seek Opportunities and Challenges of Learning: Promote and support a robust digital-aged learning environment to inspire student learning, effective communication, problem solving and creativity.

**Performance Objective 2:** Design and implement professional learning for instructional staff to facilitate student engagement.

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

**Summative Evaluation 2:**

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Digital Fluency Master Librarian will conduct professional development that will give teachers tools to incorporate technology provided at Red Oak Middle School.	Librarian Instructional Coaches Teachers Campus Administrators	Teachers and students use of technology in the classroom.  Observation and walk-through data.			
2) Utilize 21st Century tools including interactive boards, Chromebooks and iPads as well as web tools and apps to support Bring Your Own Device (BYOD) for engagement of learners and provide instant student feedback.	Teachers Campus Administrators	Lesson Plans Observation and walk-through data Faculty Meetings			
3) Utilize mobile technology and classroom computers for instructional purposes.	Teachers Campus Administrators	Student login data Lesson plans Observation and walk-through data			
<b>System Safeguard Strategy</b> 4) Engage English Language Arts teachers in literacy training such as the Lead4ward Reading/Writing Academy, writing training with Jeff Anderson, and LLI training to promote and inspire student learning.	English Language Arts (ELAR) Teachers ELAR Instructional Coach Campus Administrators District Curriculum Administrators	Lead4ward Reading/Writing Academy participation logs  LLI training log and meeting notes  Jeff Anderson training log and meeting notes			
5) Provide administrator and leadership training opportunities to build leadership capacity for successful implementation of campus programs.	Campus Administrators District Administrators	Academy certificates, meeting logs/notes  Professional Learning Community Conference certificate and meeting notes  Lead4ward Process Champion training certificate and meeting notes  STAAR4Ward Webinar Series participation log and meeting notes			
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue					



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

**Performance Objective 1:** Develop district-wide standards and accountability for students and staff related to emotional and social safety issues (ie bullying, harassment, cyber safety).

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

**Summative Evaluation 1:**










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 Halliburton Foundation Speakers			
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               = Considerable               = Some Progress               = No Progress               = Discontinue					

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

**Performance Objective 2:** Evaluate current district-wide safety and security protocols and implement a consistent training program for students, staff and parents that address physical safety and emergency procedures in collaboration with the Red Oak ISD Police and local authorities.

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

**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  = Considerable  = Some Progress  = No Progress  = Discontinue					

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

**Performance Objective 3:** Provide a safe and positive environment to establish a transparent, open, honest, and trusting relationship where parents, students, teachers and staff are valued as well as equip all members with strategies necessary to face any challenge.

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

**Summative Evaluation 3:**

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Communicate with parents on a regular basis through newsletters, teacher websites, phone calls, e-mail, scheduled parent conferences, and campus website.	Teachers Counselors Campus Administrators	Monthly Newsletter Skyward Campus Website Teacher Communication Logs			
2) Provide Talon Card rewards to staff and students that exemplify the 4 Talons of the Hawk.	Teachers Instructional Coaches Campus Administrators	Talon Card log			
3) Use social media, such as Twitter and Facebook, to highlight student learning, campus events and celebrations.	Librarian Campus Administrators	Social media posts and comments			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

**Goal 4: Leaves a Legacy Through Service: Actively engage our community to strengthen partnerships that support the evolving needs of students in the district.**

**Performance Objective 1:** Create partnerships with businesses, community organizations, local government, and higher education institutions to prepare students for the future.

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

**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			
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               = Considerable               = Some Progress               = No Progress               = Discontinue					

**Goal 4: Leaves a Legacy Through Service:** Actively engage our community to strengthen partnerships that support the evolving needs of students in the district.

**Performance Objective 2:** Provide opportunities for all Red Oak ISD students to make meaningful relationships and connections to impact our community.

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

**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 HADDIT 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  = Considerable  = Some Progress  = No Progress  = Discontinue					

## System Safeguard 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.
2	2	4	Engage English Language Arts teachers in literacy training such as the Lead4ward Reading/Writing Academy, writing training with Jeff Anderson, and LLI training to promote and inspire student learning.

## Site-Based Decision Making Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Cristi Watts	Principal
Administrator	Maricela Torres	Assistant Principal
Classroom Teacher	Maria Hamby-Burkhalter	Science Teacher
Classroom Teacher	Aimee Brewer	Resource Teacher
Classroom Teacher	Jade Hartsell	Science Teacher
Classroom Teacher	Marla Nichols	Content Mastery
Non-classroom Professional	Cheryl Hawkins	Librarian
Classroom Teacher	Jessica Vasquez	Resource Teacher
Parent	Mary Moss	Parent
Business Representative	Lisa Freeman	Business Representative
Business Representative	Ruthie Burke	Business Representative
Parent	Carmalisa Maples	Parent
Classroom Teacher	Misty Prachyl	Social Studies Teacher
Classroom Teacher	Shannon Edwards	Special Education Teacher