

# Galena Park Independent School District

## North Shore Middle School

### 2020-2021 Campus Improvement Plan



Board Approval Date: August 10, 2020

# Mission Statement

We will work together to provide all students with a unique learning experience, in a safe and supportive learning environment, that promotes self-discipline, encourages collaboration, and embraces a diverse learning community.

## Vision

The vision of NSMS is to provide students a quality education to sustain a successful and productive life.

## Campus Profile

### Campus History

Over two decades after the establishment of the Galena Park Independent School District in 1930, Principal Robert Cloud opened the doors of North Shore Junior High School in 1956, on Holly Park Dr., to serve the educational needs of the Galena Park community. To put the landscape of the community in perspective, Uvalde and Wallasville was just a two-lane road. North Shore Junior High School served a farming community called Cloverleaf, and a newer neighborhood called Home Owned Estates. Until 1983, Mr. Cloud served as the longest-serving principal at North Shore Junior High/ North Shore Middle School for 27 years.

After students completed the ninth grade at North Shore Junior High School, they were bussed to Galena Park High School while plans were underway to build North Shore Senior High School. This was in an effort to accommodate the rapid population increase in the community. For the 67-68 school year, the addition of a third wing and a girl's gym to North Shore Junior High School would help to service the educational needs of the increased student population.

Almost a decade later in 1979, the ninth grade level class was moved to the newly enlarged high school and the sixth-grade level class was moved from each elementary school to the current North Shore Middle School campus.

In March of 1994, students and faculty moved into the current North Shore Middle School campus located on the corner of Wallasville Rd. and Castlegory St. There is a tradition of excellence that has been established at North Shore Middle School and it was recognized at the national level when North Shore Middle School received the coveted National Blue Ribbon School Award as one of the nation's exemplary schools in the late '80s. Since 1982, only 8,500 schools across the country have been presented with this prestigious award. North Shore Middle school is also known for piloting the concept of teaming, block scheduling, and the computer grade book (known as Skyward) for the district. Many members of the faculty have served on committees and projects at the district and state levels; and in the early '90s, the slogan "Home of Champions" was adopted by the staff.

In the 2018-2019 school year, North Shore Middle School earned an Accountability Rating of "B", and received 6 out of 7 Distinction Designations in the areas of (1) Mathematics, (2) English Language Arts/ Reading, (3) Social Studies, (4) Top 25% in Comparative Growth, (5) Top 25% Closing Performance

## Gaps, and (6) Postsecondary Readiness.

Since Mr. Cloud's retirement from being Principal of North Shore Middle School, the torch of his legacy has been carried by five other principals: Mr. Raymond Kilgo (15 years of service), Mr. Paul Drexler (16+ years), Mr. Brett Lalor (2 years), Mr. James Cline (2 years), and currently Dr. Christopher Eckford.

### **School Profile** **Where We Are Now:**

North Shore Middle School is one of 26 campuses in *Galena Park* Independent School District. North Shore Middle School opened its doors in 1956 on Holly Park St. and later moved into the current campus located at the intersection of Wallasville and Castlegory Rd. in 1994. North Shore Middle school serves a predominant population of low to middle-class families.

North Shore Middle School missed AYP from 2014-2017 by a few students in our LEP student population. In addition to staying focused on Math and Reading, we will incorporate new ideas and strategies to help us improve our LEP Math scores. We will also continue to conduct our weekly tutorials, capping them off in the Spring Semester with our Annual STAAR Carnival the week before the test is administered. Our data analysis team (composed of Administrators, Instructional Specialist, & Department Chairs) indicates that we are on the right path and diligently continuing to work toward accomplishing our campus goals. We will continue to make valiant efforts to provide and assist our students with improving their reading skills.

With the current change in campus leadership, increasing employee morale will be paramount in helping to promote a positive campus climate. This will be accomplished by opportunities that will include but are not limited to "Perfect Attendance Lunches", North Shore paraphernalia and/or classroom supplies, surprise snacks, etc.

### **Where we are going:**

The North Shore Middle School CPAC team formed subcommittees to evaluate the previous years' data. The committees evaluated program evaluations, survey results, and the following data: Benchmarks, TPRI, STAAR, Attendance (students and staff), safe learning and working environment, college and career prep, and improving scores. Documentation of the process includes meeting minutes, agendas, sign-in sheets, and copies of data reviewed.

Survey data showed that a majority of staff believe that the campus should focus on school-wide discipline and the campus should focus on targeting intervention with unmotivated students. Programs such as PBIS are being reviewed to look at their effectiveness and a presenter is coming to NSMS during August Staff In-Service. Grade Level Departments are also going from a "Common" subject conference period to a "Team" conference period.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

#### Demographics Summary

North Shore Middle School (NSMS) is one of the four middle school campuses in Galena Park Independent School District. North Shore Middle School serves over 1400 students in grades 7th and 8th. North Shore Middle School opened its doors to students for the first time in 1956 as North Shore Junior High School. In 1979 North Shore Junior High School was renamed North Shore Middle School. North Shore Middle School has had seven principals: Mr. Robert Cloud (1956-1983), Mr. Raymond Kilgo (1983-1998), Mr. Paul Drexler (1998-2014), Mr. Brett Lalor (2014-2016), Mr. James Cline (2016-2018), Dr. Christopher Eckford is now the principal. North Shore Middle School serves many special populations of students from 7th and 8th grade, specifically ELL, Life Skills, PASS, and Economically disadvantaged.

- The student population at North Shore Middle School is:
  - African American 10.7%
  - Hispanic 81%
  - White 6%
  - American Indian 0.7%
  - Asian 1.1%
  - Pacific Islander 0%
  - Two or more races 0.4%
  - The number of Hispanic teachers has increased year to year.
- North Shore Middle School services:
  - Socioeconomic/Special Population:
    - Economically Disadvantaged 83%
    - Non-Educational Disadvantage 17%

- English Language Learners (ELL) 32.5%
- At-Risk 62.3%
- Special Education 11%
- North Shore Middle School mobility rate
  - Total mobility rate 8.2%

### **Demographics Strengths**

- 2017-2018 above district and state percentage for attendance
- Mobility rate lower than district and state percentage
- Non-Economically disadvantaged 22.4% below state average of 39.4%
- Non-degreed teachers 1.1% lower than district average of 1.2%
- Experienced teachers with Master's degree 13.1% higher than state percentage

### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** We will work to enhance communication skills in order to bridge the language barrier gap between staff and parents. **Root Cause:** Language barrier between non-Spanish-speaking teachers and Spanish-speaking students and parents creates miscommunication and increases the potential for negative perception

**Problem Statement 2:** We will work to resolve tardy and absences issues in order to improve student potential for academic growth and success. **Root Cause:** Lack of effective communication between parents/staff/students in ensuring students are present and on time.

**Problem Statement 3:** We will work to enhance the academic proficiency of English Language Learners. **Root Cause:** The English Language Learners subpopulation makes up the majority of the campus's demographics, causing a language barrier when working consistently with parents and closing academic gaps.

# Student Learning

## Student Learning Summary

|                          | <b>Approaches</b> | <b>Meets</b> | <b>Masters</b> |
|--------------------------|-------------------|--------------|----------------|
| 2017 STAAR               | 63.80%            | 28.29%       | 6.93%          |
| 2018 STAAR               | 58.46%            | 33.57%       | 10.10%         |
| 2019 District Assessment | 58%               | 24%          | 9%             |

At North Shore Middle School, we show overall growth and effective data analysis on District Assessment data. Our local assessments are aligned to STAAR. SPED support is provided through teacher trainings, co-teaching, and case management groups. Teachers feel they are a valuable stakeholder in-state assessment decisions for special populations. RTI has been successful in identifying students to submit for special education. Our campus needs to improve upon 7th grade writing scores, cross-curricular planning, integrating of technology (practical resources to be utilized by teachers, students, and parents), needs more focus on special populations (LEP, SPED), needs to promote parent involvement opportunities more, student accountability for academic success/progress needs to be established, and evaluating the effectiveness of interventions implemented. The campus needs to continue to refine tutorial procedures in order to increase attendance. Accommodations and data need to drive instruction to increase achievement for all SPED students in all subject areas.

## Student Learning Strengths

**North Shore Middle School has the following strengths in Student Academic Achievement based on the TAPR report:**

- Strong curriculum that can be manipulated for all students
- Strong teachers that are able to teach students at all academic levels
- Team meetings / Planning Time
- Data Collection & data
- 8th Grade Reading on target to meet the same accountability rating at previous year
- Student growth - Character Education/ SEL classes
- RTI Program

-Targeted (tutorial/remediation) groups based on testing data/classroom performance (prior to and post-exams)

### **Problem Statements Identifying Student Learning Needs**

**Problem Statement 1 (Prioritized):** Common academic vocabulary and cross-content curriculum should be implemented in all planning meetings and in all classrooms. **Root Cause:** Align content from various subjects and create opportunities for teachers to provide cross curricular activities.

**Problem Statement 2 (Prioritized):** 7th grade writing scores need to improve in the areas of approaches, meets, and masters. **Root Cause:** Reading and writing classes combined for first time in 7th grade this year

**Problem Statement 3:** Teachers, students, and parents should be offered more technology resources and training on basic to advanced educational technology skills. **Root Cause:** Students need exposure to various methods of technology integration (SAMR)

**Problem Statement 4 (Prioritized):** Professional development should be thoughtfully designed to meet the needs of teachers so that effective instructional strategies can be implemented. **Root Cause:** Teachers need professional development that is relevant to student growth.

**Problem Statement 5:** Parent and family engagement and community involvement activities should increase to enhance student incentives and achievements. **Root Cause:** Improve communication- Use innovative communication tools to reach all parents/families and community members

**Problem Statement 6:** Provide Special Populations (LEP, SPED, 504) training and resources to teachers and staff so that student academic needs can be met, and teachers are held accountable for providing services detailed in IEP's, etc. **Root Cause:** Teachers do not understand how the student's disability affects the learning process.

**Problem Statement 7:** Both teachers and students need to be held accountable for student academic success and progress. **Root Cause:** Students not being held to academic standards by extracurricular teachers.



## School Processes & Programs

### School Processes & Programs Summary

North Shore Middle School and Galena Park ISD do a great job of supporting new teachers and returning teachers with instruction and operations through various professional development sessions. As a campus, teachers are encouraged to be instructional leaders within their departments and teams and their roles and responsibilities are clear. North Shore Middle School focuses on improvement through the utilization of several committees and departments such as our Foundations committee, CPAC committee, Instructional Leadership committee, and all of the various departments (ELAR, Math, Science, Social Studies, Electives, etc.) and grade level teams.

North Shore Middle School offers a variety of extracurricular activities that help teachers and students feel a part of the campus. North Shore Middle School offers robust programs to support students in special education, bilingual/ESL, gifted and talented, dyslexia, and CTE opportunities. All 8th-grade students also take a College and Career Readiness class to explore careers and postsecondary education options.

North Shore Middle School teachers use Galena Park ISD's curriculum and scope and sequence in the classroom which is aligned with state standards. District created assessments and released STAAR tests are used to measure students' progress throughout the school year. Data is used from a variety of assessments both formal and informal to determine best practices for classroom instruction as well as necessary student interventions. Struggling students are identified and tracked by the campus RTI Team. Students receive bell-to-bell protected instruction for 90 minute class periods for core classes and some electives, and other electives in 45 minute class periods. Students are given opportunities to attend tutorials before or after school to meet challenging state academic standards.

North Shore Middle School students are also offered many opportunities throughout the year in core classes and some elective classes to use technology for blended learning experiences. The campus has three computer labs to be used by any teacher who reserved the lab, multiple Chromebook carts that rotate among assigned teachers and many Chromebook carts dedicated to specific classrooms, and iPad carts that rotate among teachers. Each classroom has a projector and document camera, or an interactive panel.

All teachers at North Shore Middle School, and in the district, attend professional development regarding using CHAMPS for classroom management. Teachers are encouraged to utilize their grade level teams to address concerns with student behavior and try multiple avenues to redirect behavior before having students removed from the classroom with an office referral. Teachers utilize lunch detentions, after school detentions, team conferences with students, conferences with parents, and other options to address discipline.

## **School Processes & Programs Strengths**

### **The following are strengths that North Shore Middle School has in regards to School Processes and Programs:**

- Teacher involvement- BUILD, CPAC, LPAC, CIP, RTI, Hall meetings
- Many teacher-led organizations such as Pride, Demoiselle Diamonds, Student Council, Theater Club, Academic Clubs, and more.
- The campus is focused on student achievement- data meetings and campus planning
- Special programs are diverse and have differentiation
- Guidance for students to plan post-secondary education and career path through CCR, career day, JA Inspire, counselors, Houston Hispanic Forum Field trip, etc
- Technology projects for all students throughout the year with choices and technology is integrated into instruction
- Technology is available for students to use more than the previous year with more Chromebook carts and interactive panels
- Programs that impact student performance are inclusive and diverse - Fine arts, clubs, extra-curricular, athletics, free breakfast and lunch, and CIS
- Instructional time maximized with bell-to-bell instruction and sheltered instruction and classroom time is protected
- Services provided to students are equitable
- The school has a plan in place for safety and admin/teachers are always willing to change process to adapt
- Professional development is efficient with round-robin style staff development at the beginning of the year
- The maximum allowed CTE courses available at the middle school are being offered at NSMS
- CHAMPS utilized for classroom management and discipline referrals decreased from the previous year
- Counselors were available and providing resources for students in the cafeteria during lunches
- Cafeteria TVs are utilized to project safety information and resources for students to see every day as well as flyers and posters throughout the campus that promote safety and positive behaviors

## **Problem Statements Identifying School Processes & Programs Needs**

**Problem Statement 1:** At the beginning of the year, more time and opportunities are needed to have professional development (including small group and one on one sessions).

**Root Cause:** Time constraints at the start of the year and the amount of information to cover

**Problem Statement 2 (Prioritized):** Teachers need more opportunities for self-selected, meaningful, and engaging professional development **Root Cause:** Teachers lack opportunities for self-selected and engaging professional development within our own campus.

**Problem Statement 3 (Prioritized):** Parents and students need easy access to multiple resources to support online services and safety. **Root Cause:** There is a lack of easy access for parents and students to resources and learning opportunities about personal safety and online learning.

# Perceptions

## Perceptions Summary

North Shore Middle School strives to foster an academic environment that is safe, comfortable, and tolerant of all people regardless of race, gender, or other discerning characteristics. In order to maintain a safe school climate and inclusive culture, the school has implemented a number of strategies to educate and promote positive and respectful behavior through engaging instruction and campus programming that enhances student life.

North Shore Middle continues to take a strong stance against bullying and harassing behavior both on and off school campus that would cause any person to feel unsafe or uncomfortable while on campus. This type of behavior includes actions taken in school, on school busses, at school-sponsored activities, on and off school property, electronically (through the use of cell phones, social media, or other electronic means), and any other circumstance that fits the definition of bullying as set forth by Galena Park ISD.

## Perceptions Strengths

**North Shore Middle School has the following as Perceptions Strengths based on data that was analyzed:**

1. NSMS offers a variety of student organizations that promote positive behavior and academic excellence.
2. NSMS has an active PTA chapter that has shown significant growth in membership and financial stability.
3. Teacher demographics at NSMS more accurately reflect the population of the general student body
4. NSMS offers a multitude of meal opportunities for students throughout the school day, and during after school activities (take-home lunches, grab and go Breakfast, tutorial meals)
5. NSMS fosters a safe and welcoming environment that is conducive to the well-being of each student
6. Translations of campus correspondence are available in both English and Spanish. In addition, materials can also be formatted for the visually impaired.
7. Based on the 2019-2020 Parent Survey, the majority of the participants expressed that they are well informed of campus operations, expectations, and policies. Within the past year, NSMS has increased its presence and followers on several social media platforms, including Twitter, Instagram, and Facebook
8. Based on the 2019-2020 Parent Survey, participants gave the school an above-average rating in every question regarding the school's climate, environment, and communication.
9. NSMS offers a multitude of opportunities for staff to engage and collaborate through a variety of committees.

10. Based on the 2019-2020 staff survey distributed by the NSMS administrative team, the majority of the staff reported favorable views on the school and district's expectations for student learning, quality of education, campus environment, and leadership. The staff strongly agreed/agreed the campus is operating in an effective and efficient manner based on the questions provided within the survey.

### **Problem Statements Identifying Perceptions Needs**

**Problem Statement 1:** We will work to decrease the lack of parent/family presence and engagement **Root Cause:** The greatest barrier to parent/ guardian engagement would be the language roadblock between majority of the staff and majority of the parents. In addition, there is a lack of motivation from parents to be involved beyond the basic educational needs of the student.

**Problem Statement 2:** We will work to decrease the number of repeat offenders of school policies and procedures **Root Cause:** Recidivism is often the result of weak relationships between student and staff members

# Priority Problem Statements

**Problem Statement 3:** Common academic vocabulary and cross-content curriculum should be implemented in all planning meetings and in all classrooms.

**Root Cause 3:** Align content from various subjects and create opportunities for teachers to provide cross curricular activities.

**Problem Statement 3 Areas:** Student Learning

**Problem Statement 4:** Professional development should be thoughtfully designed to meet the needs of teachers so that effective instructional strategies can be implemented.

**Root Cause 4:** Teachers need professional development that is relevant to student growth.

**Problem Statement 4 Areas:** Student Learning

**Problem Statement 9:** Parents and students need easy access to multiple resources to support online services and safety.

**Root Cause 9:** There is a lack of easy access for parents and students to resources and learning opportunities about personal safety and online learning.

**Problem Statement 9 Areas:** School Processes & Programs

**Problem Statement 10:** Teachers need more opportunities for self-selected, meaningful, and engaging professional development

**Root Cause 10:** Teachers lack opportunities for self-selected and engaging professional development within our own campus.

**Problem Statement 10 Areas:** School Processes & Programs

**Problem Statement 11:** 7th grade writing scores need to improve in the areas of approaches, meets, and masters.

**Root Cause 11:** Reading and writing classes combined for first time in 7th grade this year

**Problem Statement 11 Areas:** Student Learning

# Comprehensive Needs Assessment Data Documentation

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

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- Federal Report Card Data

## **Student Data: Behavior and Other Indicators**

- Attendance data
- Discipline records

## **Employee Data**

- Staff surveys and/or other feedback

## **Parent/Community Data**

- Parent surveys and/or other feedback

# Goals











Revised/Approved: December 4, 2020

**Goal 1:** North Shore Middle School will provide a safe, productive and healthy learning/ working environment for students and staff.

North Shore Middle School proporcionara un entorno de aprendizaje/trabajo seguro, productivo y saludable para los estudiantes y el personal.

**Performance Objective 1:** Decrease number of disciplinary referrals by 10 percent.

**Evaluation Data Sources:** Student's disciplinary report.

|  |   |   |            |                  |
|--|---|---|------------|------------------|
| <b>Strategy 1:</b> Consistency when administering disciplinary consequences.<br><b>Strategy's Expected Result/Impact:</b> Improved survey results, in regards to staff perspective of consistent discipline consequences.<br><b>Staff Responsible for Monitoring:</b> Administrators.<br><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>Comprehensive Support Strategy</b>  | <b>Reviews</b>  |   |            |                  |
|  | <b>Formative</b>  |   |            | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b> | <b>May</b>       |
|  |    |    |            |                  |
| <b>Strategy 2:</b> Look at student's disciplinary data for type and number of infractions.<br><b>Strategy's Expected Result/Impact:</b> Improv school culture survey results in regards to fairness and equality.<br><b>Staff Responsible for Monitoring:</b> Administrators.<br><b>Title I Schoolwide Elements:</b> 2.5, 2.6  | <b>Reviews</b>  |   |            |                  |
|  | <b>Formative</b>  |   |            | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b> | <b>May</b>       |
|  |   |   |            |                  |
| <b>Strategy 3:</b> Share data with other administrators and staff to foster conversations about bias and privilege.<br><b>Strategy's Expected Result/Impact:</b> Improved survey results, in regards to staff perspective of consistent discipline consequences and improve school culture survey results in regards to fairness and equality.<br><b>Staff Responsible for Monitoring:</b> Administrators<br><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture | <b>Reviews</b>  |   |            |                  |
|  | <b>Formative</b>  |   |            | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b> | <b>May</b>       |
|  |  |  |            |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |   |   |            |                  |
















**Goal 1:** North Shore Middle School will provide a safe, productive and healthy learning/ working environment for students and staff.

North Shore Middle School proporcionara un entorno de aprendizaje/trabajo seguro, productivo y saludable para los estudiantes y el personal.

**Performance Objective 2:** NSMS will reduce the amount of disciplinary infractions by 25% as we implement a system to track and monitor detentions for the school year. Infractions will be monitored and analyzed on a weekly basis to ensure the system in place is effective.

**Evaluation Data Sources:** Skyward to monitor discipline referrals, Google document to track detentions, conference notes, parent conference documentation.








|   |   |   |   |                  |
|---|---|---|---|------------------|
| <p><b>Strategy 1:</b> Create Google Sheet that is shared among staff that is comprised of all teacher issued detentions.<br/> <b>Strategy's Expected Result/Impact:</b> Teachers will monitor the document to aide in communicating disciplinary infractions for frequent offenders.<br/> <b>Staff Responsible for Monitoring:</b> Teachers and administrators.<br/> <b>Title I Schoolwide Elements:</b> 3.1</p>  | <b>Reviews</b>  |   |   |                  |
|   | <b>Formative</b>  |   |   | <b>Summative</b> |
|   | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b>  | <b>May</b>       |
|   |    |    |  |                  |
| <p><b>Strategy 2:</b> Analyze the document for frequent offenders. Conference with the student after the second detention is issued.<br/> <b>Strategy's Expected Result/Impact:</b> The amount of detentions will reduce due to communication and consistency through the use of the Google document.<br/> <b>Staff Responsible for Monitoring:</b> Teachers and administrators.<br/> <b>Title I Schoolwide Elements:</b> 3.1</p>   | <b>Reviews</b>  |   |   |                  |
|   | <b>Formative</b>  |   |   | <b>Summative</b> |
|   | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b>  | <b>May</b>       |
|   |    |    |   |                  |
| <p><b>Strategy 3:</b> For students who have exceeded three detentions, an office referral will be issued.<br/> <b>Strategy's Expected Result/Impact:</b> The amount of detentions will reduce due to communication and consistency through the use of the Google document.<br/> <b>Staff Responsible for Monitoring:</b> Teachers and administrators.<br/> <b>Title I Schoolwide Elements:</b> 3.1</p>  | <b>Reviews</b>  |   |   |                  |
|   | <b>Formative</b>  |   |   | <b>Summative</b> |
|   | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b>  | <b>May</b>       |
|   |  |  |   |                  |
| <p><b>Strategy 4:</b> Print a Skyward campus report for disciplinary infractions.<br/> <b>Strategy's Expected Result/Impact:</b> The amount of detentions will reduce due to communication and consistency through the use of the Google doc.<br/> <b>Staff Responsible for Monitoring:</b> Teacher and administrators.<br/> <b>Title I Schoolwide Elements:</b> 3.1 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p> | <b>Reviews</b>  |   |   |                  |
|   | <b>Formative</b>  |   |   | <b>Summative</b> |
|   | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b>  | <b>May</b>       |
|   |  |  |   |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue  |   |   |   |                  |

**Goal 2:** North Shore Middle School will provide information and opportunities to assist students in preparing for college and careers.

North Shore Middle School proporcionara informacion y oportunidades para ayudar a los estudiantes a prepararse para la universidad y las profesiones.

**Performance Objective 1:** Provide K-12 students with multiple college and career awareness opportunities.

**Summative Evaluation:** Exceeded Objective

| <p><b>Strategy 1:</b> Have counselors, Think Tank, and CCR teachers present information to students regarding CCMR opportunities.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student's knowledge regarding College and Career opportunities.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Connect high school to career and college</p> | Reviews  |   |   |           |
|--|--|---|---|-----------|
|  | Formative  |   |   | Summative |
|  | Oct  | Dec   | Feb   | May       |
|  |  100%       |  100%            |  100%        |           |
|  No Progress  |  Accomplished |  Continue/Modify |  Discontinue |           |







**Goal 2:** North Shore Middle School will provide information and opportunities to assist students in preparing for college and careers.

North Shore Middle School proporcionara informacion y oportunidades para ayudar a los estudiantes a prepararse para la universidad y las profesiones.

**Performance Objective 2:** NSMS will ensure that all 8th grade students are placed in the appropriate level College and Career Readiness course.

**Evaluation Data Sources:** Career interest surveys.

**Summative Evaluation:** Some progress made toward meeting Objective







| <p><b>Strategy 1:</b> Invite former NSMS students who are enrolled in institutions of higher learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve school survey results in regards to student decisions about their post secondary education and preparedness.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6</p>  | Reviews  |  |     |           |
|--|--|--|-----|-----------|
|  | Formative  |  |     | Summative |
|  | Oct  | Dec  | Feb | May       |
|  |  0% |  0% |     |           |
|  No Progress  Accomplished  Continue/Modify  Discontinue |  |  |     |           |

**Goal 2:** North Shore Middle School will provide information and opportunities to assist students in preparing for college and careers.

North Shore Middle School proporcionara informacion y oportunidades para ayudar a los estudiantes a prepararse para la universidad y las profesiones.

**Performance Objective 3:** Continue to provide counseling services on relevant topics to parents and students.

**Summative Evaluation:** Met Objective











|   |   |   |            |                  |
|---|---|---|------------|------------------|
| <p><b>Strategy 1:</b> Parents and students will be invited to various events such as College and Career day hosted by the campus and the district throughout the school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Accessibility of information and knowledge about CCMR for parents and students.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors, administrators, and teachers.</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college</p> | <b>Reviews</b>  |   |            |                  |
|   | <b>Formative</b>  |   |            | <b>Summative</b> |
|   | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b> | <b>May</b>       |
|   |  |  |            |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue  |   |   |            |                  |

**Goal 3:** North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

**Performance Objective 1:** NSMS will focus on implementing research-based strategies for reading, with the goal of enhancing our instruction to mirror-real world scenarios, so that student learning will continually improve based on a score of 50% or higher on assessments.

**Evaluation Data Sources:** District Assessments, Campus-Based Assessments, Teacher Assessments, Projects, and STAAR tests.

|  |   |   |   |                  |
|--|---|---|---|------------------|
| <b>Strategy 1:</b> Identify effective research-based strategies geared towards improving literacy deficits.<br><b>Strategy's Expected Result/Impact:</b> Increase in student performance.<br><b>Staff Responsible for Monitoring:</b> Teachers<br><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math<br><b>Problem Statements:</b> Student Achievement 1 - Student Learning 2                                     | <b>Reviews</b>  |   |   |                  |
|  | <b>Formative</b>  |   |   | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b>  | <b>May</b>       |
|  |  |  |  |                  |
| <b>Strategy 2:</b> Review and collect class activities that incorporate real world scenarios along with cooperative learning.<br><b>Strategy's Expected Result/Impact:</b> Improvement in teacher differentiation strategies.<br><b>Staff Responsible for Monitoring:</b> Teachers<br><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math<br><b>Problem Statements:</b> Student Achievement 1 - Student Learning 2 | <b>Reviews</b>  |   |   |                  |
|  | <b>Formative</b>  |   |   | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b>  | <b>May</b>       |
|  |  |  |  |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |   |   |   |                  |

**Performance Objective 1 Problem Statements:**

| <b>Student Learning</b>  |
|--|
| <b>Problem Statement 2:</b> 7th grade writing scores need to improve in the areas of approaches, meets, and masters. <b>Root Cause:</b> Reading and writing classes combined for first time in 7th grade this year |

**Goal 3:** North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

**Performance Objective 2:** NSMS will focus on providing support for teachers utilizing campus and district level support.

**Evaluation Data Sources:** District assessments, Campus-based assessments, teacher assessments, projects, and STAAR tests.

| <p><b>Strategy 1:</b> Regular meetings with specialists to support SPED teachers to assist/coach in lesson plans and instructional strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in targeted SPED students to meet grade level performances in STAAR exams.</p> <p><b>Staff Responsible for Monitoring:</b> SPED, Instructional Specialists, teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>Problem Statements:</b> Student Achievement 1 - Student Learning 4 - School Processes &amp; Programs 2</p> | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
|  | Formative |     |     | Summative |
|  | Oct       | Dec | Feb | May       |
|  |           |     |     |           |
| <p><b>Strategy 2:</b> Support teachers in backwards design by writing assessments that are aligned to STAAR.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve grade level performance of students.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Instructional Specialists, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p>   | Reviews   |     |     |           |
|  | Formative |     |     | Summative |
|  | Oct       | Dec | Feb | May       |
|  |           |     |     |           |
| <p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>   |           |     |     |           |

**Performance Objective 2 Problem Statements:**

| Student Learning  |
|---|
| <p><b>Problem Statement 4:</b> Professional development should be thoughtfully designed to meet the needs of teachers so that effective instructional strategies can be implemented.</p> <p><b>Root Cause:</b> Teachers need professional development that is relevant to student growth.</p> |
| School Processes & Programs   |
| <p><b>Problem Statement 2:</b> Teachers need more opportunities for self-selected, meaningful, and engaging professional development <b>Root Cause:</b> Teachers lack opportunities for self-selected and engaging professional development within our own campus.</p>                        |

**Goal 3:** North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

**Performance Objective 3:** NSMS will provide teachers with a sufficient amount of time to plan (e.g. common planning/PLC)

**Evaluation Data Sources:** District Assessments, Campus Assessments, Teacher Assessments, Projects, and STAAR tests.

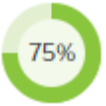





| <p><b>Strategy 1:</b> Utilize common planning/PLC to plan and implement the instructions, especially for SPED, and then have a follow-up after implementation.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase SPED scores for identified students at approaches, meets, and masters.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Instructional Specialists, Counselors, teachers.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
|  | Formative |     |     | Summative |
|  | Oct       | Dec | Feb | May       |
|  |           |     |     |           |
| <p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>   |           |     |     |           |

**Goal 3:** North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

**Performance Objective 4:** NSMS will constantly analyze data and make data-driven decisions.

**Evaluation Data Sources:** District assessments, campus assessments, teacher assessments, projects, and STAAR tests.

|  |   |   |            |                  |
|--|---|---|------------|------------------|
| <p><b>Strategy 1:</b> Use data from unit tests to coach and help struggling teachers in terms of instruction and SPED co-teach.<br/> <b>Strategy's Expected Result/Impact:</b> Increase SPED student scores at all grade level performances.<br/> <b>Staff Responsible for Monitoring:</b> Instructional Specialists and teachers.<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools<br/> <b>Problem Statements:</b> Student Achievement 1</p> | <b>Reviews</b>  |   |            |                  |
|  | <b>Formative</b>  |   |            | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b> | <b>May</b>       |
|  |  |  |            |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |   |   |            |                  |

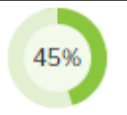
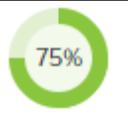


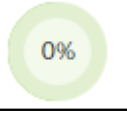
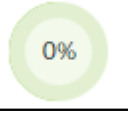






**Goal 3:** North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

**Performance Objective 5:** NSMS will provide teachers with instructional technology training.

**Evaluation Data Sources:** District assessments, campus assessments, teacher assessments, projects, and STAAR scores.

|   |   |   |            |                  |
|---|---|---|------------|------------------|
| <p><b>Strategy 1:</b> Assist and train all teachers in developing quality instruction using digital tools</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student performance on all exams.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, DLAS, and highly trained teachers.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Achievement 1 - Student Learning 2, 4 - School Processes &amp; Programs 2</p> | <b>Reviews</b>  |   |            |                  |
|   | <b>Formative</b>  |   |            | <b>Summative</b> |
|   | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b> | <b>May</b>       |
|   |    |    |            |                  |
| <p><b>Strategy 2:</b> Assist and train all teachers in developing quality instruction using Kurzweil.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student performance--particularly identified SPED students.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, specialists, teachers, DLAS.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>   | <b>Reviews</b>  |   |            |                  |
|   | <b>Formative</b>  |   |            | <b>Summative</b> |
|   | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b> | <b>May</b>       |
|   |    |    |            |                  |
| <p><b>Strategy 3:</b> Train in test taking strategies for reading and math to support students that receive SPED services.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student performance--particularly for our identified SPED students.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, specialists, teachers, DLAS.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>  | <b>Reviews</b>  |   |            |                  |
|   | <b>Formative</b>  |   |            | <b>Summative</b> |
|   | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b> | <b>May</b>       |
|   |  |  |            |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue  |   |   |            |                  |

**Performance Objective 5 Problem Statements:**

| <b>Student Learning</b>   |
|---|
| <p><b>Problem Statement 2:</b> 7th grade writing scores need to improve in the areas of approaches, meets, and masters. <b>Root Cause:</b> Reading and writing classes combined for first time in 7th grade this year</p> |

### Student Learning

**Problem Statement 4:** Professional development should be thoughtfully designed to meet the needs of teachers so that effective instructional strategies can be implemented.  
**Root Cause:** Teachers need professional development that is relevant to student growth.

### School Processes & Programs

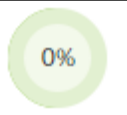
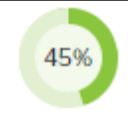




**Problem Statement 2:** Teachers need more opportunities for self-selected, meaningful, and engaging professional development **Root Cause:** Teachers lack opportunities for self-selected and engaging professional development within our own campus.

**Goal 3:** North Shore Middle School will define and implement measures by which student success for all subgroups can be determined for the tested foundation areas of curriculum.

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para todos los subgrupos para las areas de base del curriculo evaluadas.

**Performance Objective 6:** NSMS will provide interventions for struggling students.

**Evaluation Data Sources:** District assessments, campus assessments, teacher assessments, projects, and STAAR exams.

| <p><b>Strategy 1:</b> Increase effective pullouts and interventions for all students.<br/> <b>Strategy's Expected Result/Impact:</b> Increased student performance in all areas.<br/> <b>Staff Responsible for Monitoring:</b> Instructional Specialists and teachers.<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p>                                   | Reviews   |   |     |           |
|--|---|---|-----|-----------|
|  | Formative   |   |     | Summative |
|  | Oct   | Dec   | Feb | May       |
|  |  |  |     |           |
| <p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p> |   |   |     |           |







**Goal 4:** North Shore Middle School will define and implement measures by which student success can be determined for enrichment and extracurricular areas not tested by the State of Texas Assessment of Academic Readiness (STAAR).

North Shore Middle School definira e implementara medidas mediante las cuales se puede determinar el exito de los estudiantes para enriquecimiento y areas extracurriculares no evaluadas por la Evaluacion de Preparacion Academica del Estado de Texas (STAAR).

**Performance Objective 1:** Increase student participation in extra curricular activities including UIL academics, fine arts, athletics, and CTE.

**Evaluation Data Sources:** Student involvement survey, student participation lists, attendance numbers

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

|  |   |   |            |                  |
|--|---|---|------------|------------------|
| <p><b>Strategy 1:</b> Teachers and sponsors will actively recruit students who they feel will benefit from participation in extra curricular groups/organizations.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased number of students to enroll and participate in extra curricular activities.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, coaches, teachers, and sponsors</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Demographics 1 - School Culture and Climate 1, 2</p> | <b>Reviews</b>  |   |            |                  |
|  | <b>Formative</b>  |   |            | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b> | <b>May</b>       |
|  | <br>0% | <br>5% |            |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |   |   |            |                  |

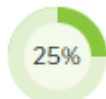
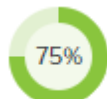




**Goal 5:** North Shore Middle will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate and will utilize the Attendance Incentive Plan allotment.

North Shore Middle tendra una tasa de asistencia estudiantil de 96.5% o mas y una tasa de asistencia del personal de 97% o mas y usara los fondos del plan de asistencia.

**Performance Objective 1:** Designated staff will run attendance reports weekly and identify students with 3 or more total absences and require parent notification and/or attendance contract.

**Evaluation Data Sources:** Skyward, SchoolStatus, RaaWee

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







| <p><b>Strategy 1:</b> Running attendance reports weekly, attendance contracts, RaaWee clearance, attendance incentive</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student attendance, improve student achievement, improve student morale, increased parent involvement.</p> <p><b>Staff Responsible for Monitoring:</b> Everyone</p> <p><b>Title I Schoolwide Elements:</b> 2.6, 3.1, 3.2</p>   | Reviews   |   |     |           |
|--|---|---|-----|-----------|
|  | Formative   |   |     | Summative |
|  | Oct   | Dec   | Feb | May       |
|  |  |  |     |           |
| <p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p> |   |   |     |           |

**Goal 6:** North Shore Middle will provide opportunities for parental/community involvement and business partnership.

North Shore Middle brindara oportunidades para la participacion de los padres / la comunidad y la asociacion comercial.

**Performance Objective 1:** Continue to improve parental involvement, community relations, and opportunities to participate in district/campus planning and decision making.

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







|  |  |  |            |                  |
|--|--|--|------------|------------------|
| <p><b>Strategy 1:</b> Recruit parents during school events or community outreach events to serve on CPAC.<br/> <b>Strategy's Expected Result/Impact:</b> Increased parental involvement.<br/> <b>Staff Responsible for Monitoring:</b> Administrators, counselors, and teachers.<br/> <b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>     | <b>Reviews</b>   |  |            |                  |
|  | <b>Formative</b>   |  |            | <b>Summative</b> |
|  | <b>Oct</b>   | <b>Dec</b>   | <b>Feb</b> | <b>May</b>       |
|  | <br>15% | <br>20% |            |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue |  |  |            |                  |

**Goal 6:** North Shore Middle will provide opportunities for parental/community involvement and business partnership.

North Shore Middle brindara oportunidades para la participacion de los padres / la comunidad y la asociacion comercial.

**Performance Objective 2:** Increase parental involvement and volunteer opportunities.

**Summative Evaluation:** Some progress made toward meeting Objective








| <p><b>Strategy 1:</b> Recruit parents via social media platforms.<br/> <b>Strategy's Expected Result/Impact:</b> Increase parental involvement.<br/> <b>Staff Responsible for Monitoring:</b> Administrators and Counselors.<br/> <b>Title I Schoolwide Elements:</b> 3.1 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>  | Reviews   |   |     |           |
|--|---|---|-----|-----------|
|  | Formative   |   |     | Summative |
|  | Oct   | Dec   | Feb | May       |
|  |  |  |     |           |
| <p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p> |   |   |     |           |

**Goal 6:** North Shore Middle will provide opportunities for parental/community involvement and business partnership.

North Shore Middle brindara oportunidades para la participacion de los padres / la comunidad y la asociacion comercial.

**Performance Objective 3:** Expand efforts in communicating with parents, students, and the community.

**Summative Evaluation:** Exceeded Objective

|  |   |   |   |                  |
|--|---|---|---|------------------|
| <b>Strategy 1:</b> Send consistent messages and updates via Blackboard Connect and Social Media.<br><b>Strategy's Expected Result/Impact:</b> Increased parental involvement<br><b>Staff Responsible for Monitoring:</b> Administrators, select teachers<br><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture                                   | <b>Reviews</b>  |   |   |                  |
|  | <b>Formative</b>  |   |   | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b>  | <b>May</b>       |
|  |  |  |  |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue |   |   |   |                  |



**Goal 7:** North Shore Middle School will provide professional development opportunities for staff to improve instruction and skill sets for their respective positions and strive to have 100% Highly Effective staff through recruiting, training and retention.

North Shore Middle School proporcionara oportunidades de desarrollo profesional para que el personal mejore la instruccion y el conjunto de habilidades para sus respectivos puestos y se esforzara por tener un personal 100% altamente efectivo a traves del reclutamiento, capacitacion y retencion.

**Performance Objective 1:** Provide professional development to increase student achievement and job performance.

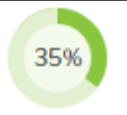
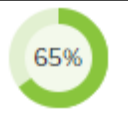




| <p><b>Strategy 1:</b> Assign new teachers a highly qualified mentor.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase new teacher support and mentorship</p> <p><b>Staff Responsible for Monitoring:</b> New teacher mentors and administrators.</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p> | Reviews      |                 |             |           |
|---|--------------|-----------------|-------------|-----------|
|   | Formative    |                 |             | Summative |
|   | Oct          | Dec             | Feb         | May       |
|   |              |                 |             |           |
| No Progress   | Accomplished | Continue/Modify | Discontinue |           |

**Goal 7:** North Shore Middle School will provide professional development opportunities for staff to improve instruction and skill sets for their respective positions and strive to have 100% Highly Effective staff through recruiting, training and retention.

North Shore Middle School proporcionara oportunidades de desarrollo profesional para que el personal mejore la instruccion y el conjunto de habilidades para sus respectivos puestos y se esforzara por tener un personal 100% altamente efectivo a traves del reclutamiento, capacitacion y retencion.

**Performance Objective 2:** Continue to assess and implement efforts in recruiting and retaining highly qualified staff in identified shortage areas.

**Summative Evaluation:** Some progress made toward meeting Objective








|  |   |   |            |                  |
|--|---|---|------------|------------------|
| <p><b>Strategy 1:</b> Increased openness, transparency, and communication with teachers on behalf of administrators.<br/> <b>Strategy's Expected Result/Impact:</b> Early resignation notices.<br/> <b>Staff Responsible for Monitoring:</b> Administrators.<br/> <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>  | <b>Reviews</b>  |   |            |                  |
|  | <b>Formative</b>  |   |            | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b> | <b>May</b>       |
|  |  |  |            |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue |   |   |            |                  |

**Goal 7:** North Shore Middle School will provide professional development opportunities for staff to improve instruction and skill sets for their respective positions and strive to have 100% Highly Effective staff through recruiting, training and retention.

North Shore Middle School proporcionara oportunidades de desarrollo profesional para que el personal mejore la instruccion y el conjunto de habilidades para sus respectivos puestos y se esforzara por tener un personal 100% altamente efectivo a traves del reclutamiento, capacitacion y retencion.

**Performance Objective 3:** Continue to promote and support the Homegrown Program and University partnerships.

**Summative Evaluation:** Exceeded Objective








| <p><b>Strategy 1:</b> Continue taking on teacher candidates and pairing them with successful teachers.<br/> <b>Strategy's Expected Result/Impact:</b> Hiring highly qualified new teachers.<br/> <b>Staff Responsible for Monitoring:</b> Administrators.<br/> <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers</p> | Reviews   |   |   |           |
|---|---|---|---|-----------|
|   | Formative   |   |   | Summative |
|   | Oct   | Dec   | Feb   | May       |
|   |  |  |  |           |
|  No Progress  Accomplished  Continue/Modify  Discontinue            |   |   |   |           |

**Goal 8:** For 2021 school year North Shore Middle School will provide information and opportunities to assist parents and teachers in communicating effectively.

**Performance Objective 1:** Promote effective communication skills that bridge the gap of communication between all stakeholders.

**Evaluation Data Sources:** SchoolStatus Logs

**Summative Evaluation:** Met Objective

| <p><b>Strategy 1:</b> Train teachers on SchoolStatus regularly throughout the year.<br/> <b>Strategy's Expected Result/Impact:</b> Increased teacher and parent partnerships.<br/> <b>Staff Responsible for Monitoring:</b> Administrators, DLAS, and teachers<br/> <b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture<br/> <b>Problem Statements:</b> School Processes &amp; Programs 3 - Parent and Community Engagement 1</p> | Reviews   |   |   |           |
|--|---|---|---|-----------|
|  | Formative   |   |   | Summative |
|  | Oct   | Dec   | Feb   | May       |
|  |  |  |  |           |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |   |   |   |           |

**Performance Objective 1 Problem Statements:**







| School Processes & Programs   |
|---|
| <p><b>Problem Statement 3:</b> Parents and students need easy access to multiple resources to support online services and safety. <b>Root Cause:</b> There is a lack of easy access for parents and students to resources and learning opportunities about personal safety and online learning.</p> |

**Goal 9:** North Shore Middle School will define and implement targeted measures for student growth in Special Education.

North Shore Middle School definira e implementara medidas especificas para el crecimiento de los estudiantes en Educacion Especial.

**Performance Objective 1:** All leaders are able to recognize and prioritize instruction.

**Evaluation Data Sources:** Leadership attendance in PLCs, monitoring for improvements in targeted areas, and leaders recognize areas that need to be addressed, and walk throughs

|  |   |   |            |                  |
|--|---|---|------------|------------------|
| <p><b>Strategy 1:</b> Administrators will be present during planning meetings and data meetings.<br/> <b>Strategy's Expected Result/Impact:</b> Increased awareness of targeted interventions.<br/> <b>Staff Responsible for Monitoring:</b> Administrators.<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p> | <b>Reviews</b>  |   |            |                  |
|  | <b>Formative</b>  |   |            | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b> | <b>May</b>       |
|  |  |  |            |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |   |   |            |                  |








**Goal 9:** North Shore Middle School will define and implement targeted measures for student growth in Special Education.

North Shore Middle School definira e implementara medidas especificas para el crecimiento de los estudiantes en Educacion Especial.

**Performance Objective 2:** All teachers will participate in quality planning and will follow through with implementation and will ensure that lessons are aligned to TEKS and that lessons include scaffolded questioning and instruction.

**Evaluation Data Sources:** Lesson plans documentation, walk throughs

**Summative Evaluation:** Met Objective

| <p><b>Strategy 1:</b> Common planning will be built in to the master schedule.<br/> <b>Strategy's Expected Result/Impact:</b> Quality planning and lessons that are aligned to TEKS and goals.<br/> <b>Staff Responsible for Monitoring:</b> Instructional specialists and teachers.<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Reviews   |   |   |           |
|--|---|---|---|-----------|
|  | Formative   |   |   | Summative |
|  | Oct   | Dec   | Feb   | May       |
|  |  |  |  |           |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |   |   |   |           |








**Goal 9:** North Shore Middle School will define and implement targeted measures for student growth in Special Education.

North Shore Middle School definira e implementara medidas especificas para el crecimiento de los estudiantes en Educacion Especial.

**Performance Objective 3:** Have school wide common assessments to develop interventions in response to students' needs.

**Evaluation Data Sources:** Common Assessment data and student goal/reflection sheets

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

|  |   |   |   |                  |
|--|---|---|---|------------------|
| <p><b>Strategy 1:</b> Teachers will common plan and make data driven decisions.<br/> <b>Strategy's Expected Result/Impact:</b> Interventions, targeted groups, pullouts<br/> <b>Staff Responsible for Monitoring:</b> Administrators, instructional specialists, and teachers<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | <b>Reviews</b>  |   |   |                  |
|  | <b>Formative</b>  |   |   | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b>  | <b>May</b>       |
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|  No Progress  Accomplished  Continue/Modify  Discontinue   |   |   |   |                  |


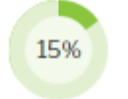




**Goal 9:** North Shore Middle School will define and implement targeted measures for student growth in Special Education.

North Shore Middle School definira e implementara medidas especificas para el crecimiento de los estudiantes en Educacion Especial.

**Performance Objective 4:** Identify students across multiple content areas and plan for targeted tutorial groups and lessons.

**Evaluation Data Sources:** Growth on District Assessments, Campus Based Assessments, and Unit Assessments, student sign in sheets

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

|  |  |  |            |                  |
|--|--|--|------------|------------------|
| <p><b>Strategy 1:</b> Student logs will be maintained by teachers to identify students needing interventions.<br/> <b>Strategy's Expected Result/Impact:</b> Identify students in need of targeted interventions.<br/> <b>Staff Responsible for Monitoring:</b> Instructional specialists and teachers.<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | <b>Reviews</b>   |  |            |                  |
|  | <b>Formative</b>   |  |            | <b>Summative</b> |
|  | <b>Oct</b>   | <b>Dec</b>   | <b>Feb</b> | <b>May</b>       |
|  | <br>10% | <br>15% |            |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |  |  |            |                  |









**Goal 9:** North Shore Middle School will define and implement targeted measures for student growth in Special Education.

North Shore Middle School definira e implementara medidas especificas para el crecimiento de los estudiantes en Educacion Especial.

**Performance Objective 5:** Leadership team will have regular meetings and speak the same language to ensure high expectations are being communicated.

**Evaluation Data Sources:** Agendas and sign in sheets

**Summative Evaluation:** Exceeded Objective

|  |  |   |            |                  |
|--|--|---|------------|------------------|
| <b>Strategy 1:</b> Monthly instructional meetings between specialists and administrators.<br><b>Strategy's Expected Result/Impact:</b> Consistency across campus leadership team.<br><b>Staff Responsible for Monitoring:</b> Administrators and Instructional Specialists.<br><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction | <b>Reviews</b>   |   |            |                  |
|  | <b>Formative</b>   |   |            | <b>Summative</b> |
|  | <b>Oct</b>   | <b>Dec</b>  | <b>Feb</b> | <b>May</b>       |
|  |  0% |  10% |            |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |  |   |            |                  |








**Goal 9:** North Shore Middle School will define and implement targeted measures for student growth in Special Education.

North Shore Middle School definira e implementara medidas especificas para el crecimiento de los estudiantes en Educacion Especial.

**Performance Objective 6:** Teachers will receive continuous training from the SPED department to align with campus goals and targeted intervention.

**Evaluation Data Sources:** Sign-in sheets

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

|  |   |   |   |                  |
|--|---|---|---|------------------|
| <p><b>Strategy 1:</b> SPED presentations throughout the school year in areas of SPED strategies, Kurzweil, and accommodation implementations.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased teacher ownership, knowledge, and expertise in SPED.</p> <p><b>Staff Responsible for Monitoring:</b> SPED specialists, DLAS, and administrators.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p> | <b>Reviews</b>  |   |   |                  |
|  | <b>Formative</b>  |   |   | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b>  | <b>May</b>       |
|  |  |  |  |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |   |   |   |                  |







**Goal 9:** North Shore Middle School will define and implement targeted measures for student growth in Special Education.

North Shore Middle School definira e implementara medidas especificas para el crecimiento de los estudiantes en Educacion Especial.

**Performance Objective 7:** Ensure accommodations and supports are built into daily instruction to better support SPED and LEP students in addition to knowing what/if accommodations are needed.

**Evaluation Data Sources:** Student work samples and walk throughs

**Summative Evaluation:** Met Objective

| <p><b>Strategy 1:</b> Provide in-depth accommodations trainings and support throughout the school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Accurate implementation of accommodations for students throughout the school year.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Testing Coordinator, DLAS, LPAC Administrator</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p> | Reviews   |   |     |           |
|--|---|---|-----|-----------|
|  | Formative   |   |     | Summative |
|  | Oct   | Dec   | Feb | May       |
|  |  |  |     |           |
| <p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>   |   |   |     |           |

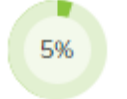





**Goal 9:** North Shore Middle School will define and implement targeted measures for student growth in Special Education.

North Shore Middle School definira e implementara medidas especificas para el crecimiento de los estudiantes en Educacion Especial.

**Performance Objective 8:** Implement data reflection for students after every district provided assessment to develop intervention plans.

**Evaluation Data Sources:** Growth on district provided assessments

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

|   |   |   |            |                  |
|---|---|---|------------|------------------|
| <b>Strategy 1:</b> Availability and creativity of student reflection forms.<br><b>Strategy's Expected Result/Impact:</b> Increased awareness of students' academic standing and progression.<br><b>Staff Responsible for Monitoring:</b> Teachers and students.<br><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction | <b>Reviews</b>  |   |            |                  |
|   | <b>Formative</b>  |   |            | <b>Summative</b> |
|   | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b> | <b>May</b>       |
|   | <br>5% | <br>5% |            |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue                            |   |   |            |                  |

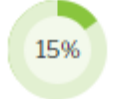





**Goal 9:** North Shore Middle School will define and implement targeted measures for student growth in Special Education.

North Shore Middle School definira e implementara medidas especificas para el crecimiento de los estudiantes en Educacion Especial.

**Performance Objective 9:** Teachers will have targeted groups for goal setting and reflection.

**Evaluation Data Sources:** Goal setting and reflection forms

**Summative Evaluation:** Some progress made toward meeting Objective

|   |  |  |            |                  |
|---|--|--|------------|------------------|
| <p><b>Strategy 1:</b> Teachers will implement reflection sheets for students where students can log their academic progression throughout the school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Self reflection and student awareness and ownership in their learning.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, specialists, teachers, and students.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools</p> | <b>Reviews</b>   |  |            |                  |
|   | <b>Formative</b>   |  |            | <b>Summative</b> |
|   | <b>Oct</b>   | <b>Dec</b>   | <b>Feb</b> | <b>May</b>       |
|   | <br>15% | <br>40% |            |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue  |  |  |            |                  |

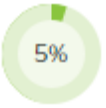
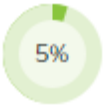




**Goal 9:** North Shore Middle School will define and implement targeted measures for student growth in Special Education.

North Shore Middle School definira e implementara medidas especificas para el crecimiento de los estudiantes en Educacion Especial.

**Performance Objective 10:** Teachers will use differentiation strategies to ensure all students are engaged and demonstrating growth.

**Evaluation Data Sources:** Power Walks, Walkthroughs, and Observations

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

|  |   |   |            |                  |
|--|---|---|------------|------------------|
| <p><b>Strategy 1:</b> Administrators will run reports and identify areas of focus for teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased differentiation in classrooms for students receiving special education services.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | <b>Reviews</b>  |   |            |                  |
|  | <b>Formative</b>  |   |            | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Dec</b>  | <b>Feb</b> | <b>May</b>       |
|  |  |  |            |                  |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |   |   |            |                  |







**Goal 9:** North Shore Middle School will define and implement targeted measures for student growth in Special Education.

North Shore Middle School definira e implementara medidas especificas para el crecimiento de los estudiantes en Educacion Especial.

**Performance Objective 11:** Students in targeted groups will be monitored for progress and academic gains.

**Evaluation Data Sources:** Growth on district provided assessments

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

| <p><b>Strategy 1:</b> Administrators will maintain a log to monitor identified SPED students for progress and academic gains after each district assessment, campus assessment, and teacher assessment.</p> <p><b>Strategy's Expected Result/Impact:</b> Identify necessary interventions for students.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, campus instructional specialists, SPED specialists (campus and district)</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Reviews   |   |     |           |
|--|---|---|-----|-----------|
|  | Formative   |   |     | Summative |
|  | Oct   | Dec   | Feb | May       |
|  |  50% |  80% |     |           |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |   |   |     |           |