

**Reagan County Middle School
District/Campus Improvement Plan
2020-2022**

Date of School Board Approval


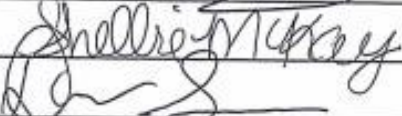



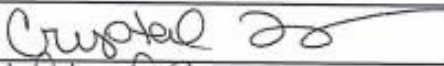
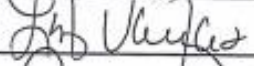
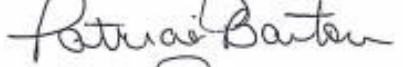
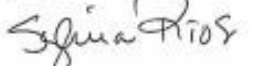
Legal References

- *Each school district shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee. (Section 11.251 of the Texas Education Code)*
- *Each school year, the principal of each school campus, with the assistance of the campus-level committee, shall develop, review, and revise the campus improvement plan for the purpose of improving student performance for all student populations, including students in special education programs under Subchapter A, Chapter 29, with respect to the student achievement indicators adopted under Section 39.051 and any other appropriate performance measures for special needs populations. (Section 11.253 of the Texas Education Code)*

Mission Statement

The staff of Reagan County Middle School believes that ALL students can learn. We believe that our school's purpose is to educate all students to a high levels of academic performance while fostering positive growth in social/emotional behaviors and attitudes.

Campus Improvement Planning and Decision Making Committee

Name	Position <small>(Parent, Business, Community, Teacher, etc.)</small>	Signature
Kalum McKay	Principal	
Shelbie McKay	Counselor	
Darcy Schmedick	Teacher	
Joshua Rumbaugh	Teacher	
Yvonne Yuen	Teacher	
Wendell Lawson	Teacher	
	Teacher	
	Teacher	
	Teacher	
	Teacher	
Michele Dodd	Parent	
Kent Pullig	Community Member	
Angel Olvera	Business Member	
Crystal Turner	Para	
Elizabeth Vargas	Para	
Patricia Barton RCMS CIP 2020-2022	Para	
Sylvia Rios	Para	

THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child.

THE STATE OF TEXAS PUBLIC EDUCATION GOALS

- GOAL 1:** The students in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- GOAL 2:** The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- GOAL 3:** The students in the public education system will demonstrate exemplary performance in the understanding of science.
- GOAL 4:** The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

- OBJECTIVE 1:** Parents will be full partners with educators in the education of their children.
- OBJECTIVE 2:** Students will be encouraged and challenged to meet their full educational potential.
- OBJECTIVE 3:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- OBJECTIVE 4:** A well-balanced and appropriate curriculum will be provided to all students.
- OBJECTIVE 5:** Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society.
- OBJECTIVE 6:** Qualified and highly effective personnel will be recruited, developed, and retained.
- OBJECTIVE 7:** The state's students will demonstrate exemplary performance in comparison to national and international standards.
- OBJECTIVE 8:** School campuses will maintain a safe and disciplined environment conducive to student learning.
- OBJECTIVE 9:** Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.
- OBJECTIVE 10:** Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

TEA COMMISSIONER'S STRATEGIC PRIORITIES:

1	2	3	4
Recruit, support, retain teachers & principals	Build a foundation of reading and math	Connect high school to career and college	Improve low-performing schools

State Compensatory Education

State of Texas Student Eligibility Criteria:

A student under 21 years of age and who:

1. Is in prekindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years (students in pre-k and k that are retained at parent request are not considered at-risk).
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument
5. Is pregnant or is a parent
6. Has been placed in an AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home

Federal, State and Local Funding Sources

Federal funding sources will be integrated and coordinated with State and Local funds to meet the needs of all students.

This schoolwide program will consolidate funds in the following way: **Title I, Part A only** [ESSA Sec. 1114(b)(7)(B)]

Program Funding/Source	Amount
Title I, Part A	\$25,763
Title II, Part A	\$9,908
Title III, Part A	\$605
Title IV	\$3,333
IDEA-B Special Ed	\$71,979
State Compensatory Education	\$181,209
Special Education (local)	\$235,300
Bilingual/ESL	\$35,010
Dyslexia	\$14,543
Total	\$577,650

Comprehensive Needs Assessment Committee

Date: 7/29/2020

Name	Signature
Nancy Cortez	Nancy Cortez
Crystal Turner	Crystal Turner
Frankie Kay	Frankie Kay
Santa Ortiz	Santa Ortiz
Robin Russell	Robin Russell
Melanie Baucom	Melanie Baucom
Patricia Barton	Patricia Barton
Shelbie McKay	Shelbie McKay
Tiffany Weston	Tiffany Weston
Wendell Baucom	Wendell Baucom
Nancy Escobar	Nancy Escobar
Ynez Ybarra	Ynez Ybarra
Michele Dodd	parent
Kent Pullig	community
Angel Olivera	Business member

Comprehensive Needs Assessment Summary - 2020-2021

Section 1 – District Profile

Reagan County Middle School consists of approximately 200 students

Section 2 – Data Reviewed

STAAR scores, TAPR, TEA Accountability Rating, discipline referrals, master schedule, Staff information/data, school attendance data, teacher retention data, campus parent participation records, Local Benchmarks

Section 3 – Findings/Conclusions

We found that the Middle School continues to make progress in the right direction with standardized testing, accountability, campus culture/structure and expectations. There are still many areas for growth and improvement.

Section 4 – Strengths

Demographics:

- Low student-to-teacher ratio
- Many programs for special pops.
- Males on campus as positive role models
- Hispanic staff available for communication needs

Student Culture & Climate:

- Staff has high expectations of students
- Not many discipline referrals
- Try to make campus fun
- Staff communication

Curriculum & Instruction:

- Good use of available technology
- Program Availability
- Staff willingness to go above and beyond to assist students
- Use of Data

Student Achievement:

- Ample resources
- Collaboration
- Programs/tutorials/incentives available
- Aides for 1 on 1 assistance
- Student growth from 2019 data
- Data based decisions

Staff Quality:

- Experienced staff
- Teacher retention
- Administrator support

Family & Community Involvement:

- Use of multiple sources for parent communication
- Teachers reach out regularly to parents

School Context & Organization:

- Schedule changes to reflect expectation and concerns
- Specific discipline plan with consequences
- New Safety features

Technology:

- Resources
- Up-to-date technology

Section 5 – Areas of Concern

Demographics:

- High At-Risk population
- Number of ESL students
- Pending current data, lack of GT students

Student Culture & Climate:

- Students mostly have bare minimum expectations of themselves
- Lack of communication of personal goals and victories
- Need to increase “growth mindset”

Curriculum & Instruction:

- Better use of available resources
- More integration of available technologies

School Context & Organization:

- None

Student Achievement:

- Lack of students at the Meets and Masters level and an increase needed in students at the approaches level
- Attendance
- Lack of students reading on grade-level (effects all subjects)

Staff Quality:

- Lack of PD to foster growth
- Increase needed in fully certified staff

Family & Community Involvement:

- More positive communication
- Too many different communications (Parents uncertain)
- Lack of parent trainings
- Lack of parent conferences
- Lack of Involvement opportunities

Technology:

- Lack of training opportunities for students, staff, and parents

Section 6 – Identified Needs

- Training for Parents
- Parent Conferences
- Technology Trainings
- Classrooms
- Tutorials
- Student SEL Growth
- Parent Involvement

Goal 1: Write an Academic Achievement Goal *By May 2022, 90% of all students will attain a minimum of one year's growth in all subjects taught.*

Objective 1: *By May, 2022, 70% of all students and each student group, including Special Education students tested, will meet established standards on the state assessment.*

Summative Evaluation: *70% of all students pass all portions of the state tests, meet ARD expectations, and the Campus/District will meet System Safeguards.*

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Pipeline(Tutorials)/After School Detention for students who are at risk of failure in core subject areas or not completing assignments.	2	Teachers/ Principal	Monday - Wednesday	Local, State	Attendance Records	Improved six weeks grades Reduced failure rate
Provide individualized instruction during Enrichment period. Students will receive individualized, small group instruction from Reading/Math teachers.	2	Core subject teachers Principal	Weekly	Local, State	Walk throughs Data Reports	Improved CBA's and Benchmarks
Utilize Freckle and Reading Plus with weekly student goals.	2	Math/Reading Teachers Principal	Weekly	Local, State	Walk throughs Data Reports	Improved six weeks grades Improved local and state testing
Provide student success incentive with the Owl Pride Club. Attendance, grades, discipline, instructional goals.	2	Principal Counselor	Every 6 Weeks	Local	Six Weeks Reports	Improved six weeks grades Improved local and state testing
Student will be provided planners to help with organization	2	Teachers Principal Counselor	Daily	Local, Federal	Students carrying planners daily	Improved six weeks grades Reduced failure rate
Participate in CSS professional development provided by the Region 18 ESC	4	Principal	August 2020- May 2022	Local, State	Training Documentation	Lesson Plans Walk throughs Local and State Assessments

Goal 1: Write an Academic Achievement Goal *By May 2022, 90% of all students will attain a minimum of one year's growth in all subjects taught.*

Objective 1: *By May, 2022, 70% of all students and each student group, including Special Education students tested, will meet established standards on the state assessment.*

Summative Evaluation: *70% of all students pass all portions of the state tests, meet ARD expectations, and the Campus/District will meet System Safeguards.*

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Test out Thursday/Free Friday	2	Teachers Principal	August 2020 – May 2022	Local, State	Roster of students who pass quizzes	Enrichment Tutorials Local and State Assessments
Use of Math/ELAR/SS outside consultants for planning, local testing, and provide instructional strategies.	2	Principal	August 2020- 2022	Federal	On-site support Walk throughs Lesson Plans	Improved instruction Improved local and state testing
All students who failed previous STAAR in reading and/or math will be placed in additional course or weekly tutorial period	2	Teacher/Principal	August 2020- 2022	Local, State	Master Schedule and Enrichment Schedule	Improved Local and State Assessments

Goal 2: Write a Staff Quality Goal *At Reagan County Middle School 100% of core academic classes will be taught by appropriately certified teachers and 100% effective staff will be maintained.*

Objective 1: *100% of core academic classes will be taught by appropriately certified teachers and 100% of paraprofessionals with instructional duties will meet ESSA requirements. The LEA will recruit and retain effective teachers.*

Summative Evaluation: *100% of core academic classes will be taught by appropriately certified teachers and 100% of effective staff will be maintained.*

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide a \$4,000 stipend to teachers in Math and Science with a secondary certification in Math or Science	3,5	Principal, Business Manager	August of each year	Local, State	HR Records	100% of Math and Science teachers are highly qualified.
Recruit highly qualified teachers when positions become available. Pay teachers \$8,500 above base, \$550 for medical insurance, and 2 retention stipends.	3	Principal, Business Manager	Each school year	Local, State	HR records	100% of Math and Science teacher are highly qualified.
Provide School Housing at an affordable rate	3	Business Manager, Superintendent	Yearly	Local	Leasing Agreements	Increased Retention

Goal 3: Write a School Climate/Safe & Healthy School Goal *All students at Reagan County Middle School will be educated in learning environments that are safe, drug free, and conducive to learning.*

Objective 1: *By May, 2022 the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 15% as measured by PEIMS and number of discipline referrals.*

Summative Evaluation: *There is a reduction in both incidents noted and discipline referrals by the amount stated.*

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Administer random drug/alcohol testing	1	Principal, CRs Diagnostic Services	August 2020 - May 2022	Local	Test results	Decrease
Conduct assemblies/programs with the purpose of educating the students on bullying and cyberbullying.	1	Principal Counselor	August 2020- 2022	Local, State	Campus Calendar	Reduce bullying among students
Implement Red Ribbon Week	10	Teachers Principal Counselor	October 2020 - 2022	Local	Campus Calendar	Raise student awareness on drugs
Use positive behavior initiatives- Owl Pride Club	10	Teachers Principal Counselor	Daily	Local	Number of students in Owl Pride Club each six weeks	Reduce discipline referrals
Advertise and monitor STOP!T app	10	Principal	Daily	Local	Incident reports	Reduce bullying problems
Provide character lessons during 6 th and 8 th grade English and 7 th Grade Health	10	Counselor	End of each six weeks	Local, State	Campus Calendar	Increase student awareness of proper behavior and social skills
Practice safety drills	10	Principal	Monthly	_____	Drill Log	Preparedness in event of a crisis
Act of Kindness Log	10	Teachers/Principal	August 2020- 2022	Local	Student Planners	Campus culture
ADACCV in 7 th Health	10	Counselor	Spring 2021- 2022	Community	Campus Sign-in sheet	Evaluation

Goal 4: All students in Reagan County Middle School will graduate from high school

Objective 1: By May 2022, a dropout rate of less than 1% for all students and all student groups will be maintained and achieve a completion rate of 90%.

Summative Evaluation: Dropout rate of less than 1% and a completion rate of 90%

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide College/Career Readiness course for 8 th graders	9	Principal, Designated teachers	August 2020-May 2022	Local, State	Master Schedule	Awareness of career/college choices
Counselor will meet regularly with 8 th graders about transitioning to HS	9	Counselor	August 2020-2022	Local, State	Meeting Documentation	HS schedules
Military and College Flags in the mall area	9	Counselor	August 2020-2022	Local	Visuals of Mall	Conversations on colleges
Teachers have personal college information posted outside their doors	9	Counselor	August 2020-2022	Local	Visuals of Doorway	Conversations on colleges

Goal 5: *Parents and Community will be partners in the education of students in Reagan County Middle School.*

Objective 1: *By May 2022, at least 90% of all students' parents/guardians and/or family members will participate in at least one school sponsored academic activity for/with their child(ren).*

Summative Evaluation: *School records indicate that at least 90% of students' parents/family members participated in partnership in education opportunities.*

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide State assessment results to parents in a language they can understand	2, 4	Principal	Within 10 days of receipt of reports	Local	Copy of reports	Parents receive reports of assessment results
Go Get it Week(Career Day)	2, 4	Counselor, Principal	November 2020 and 2021	Local	Participation	Student awareness
Meet the Teacher	2,4	Teachers Counselor Principal	August 2020 and 2021	Local	Parent sign in sheets	Increase parental involvement
Communication through: school reach, remind and campus Facebook page	2,4	Teachers Counselor Principal	August 2020-May 2022	Local	Daily logs	Increase parental involvement
Veteran's Day Program	2,4	Principal Teachers	November 2020 and 2021	Local	Program	Increase parental involvement
Provide Communication in Spanish	2,4	Bilingual Staff	All school year	Local	Copies of communication	Increase parent communication
Extra-Curricular Activities	2,4	Principal, Coaches	All school year	Local	Schedules	Parent attendance
Parent Learning Academy	2,4	Principal, Counselor	September 2020-2022	Local	Sign-in Sheets	Increased parental involvement
Academic Game Nights	2,4	Staff	October 2020-2022	Local	Sign-in Sheets	Increased parental involvement

