

Joshua Independent School District
Nichols Middle School
2022-2023 Campus Improvement Plan



Mission Statement

Nichols Middle School will be a partnership that educates, prepares, and inspires students to achieve high levels of learning.

Vision

Joshua ISD will be a highly acclaimed model of educational excellence.

Core Beliefs

1. Nichols Middle School provides a safe and orderly environment.
2. Nichols Middle School students set goals and achieve high levels of success.
3. Nichols Middle School effectively and efficiently manages resources to promote student success.
4. Nichols Middle School is a source of pride and unity for students, staff, parents, and community.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Nichols Middle School is one of two middle schools the Joshua Independent School District. It is located at 2845 FM Rd 731, Burleson, TX 76028. Nichols Middle school is fed by Plum Creek, Elder, and half of North Joshua Elementaries. Students living on the east side of 174 are able to attend Nichols Middle School. As of September 2022, our enrollment is approximately 607 students. Here is a break down of our demographics:

American Indian/Alaskan Native: 4

Asian: 1

Pacific Islander: 3

Black: 11

Hispanic: 148

White: 404

More than one race: 16

504: 78

SPED: 50

EL: 50

Nichols Middle School staff is made up of the Principal, 2 Assistant Principals, 2 Counselors, 43 highly-qualified teachers, and 12 support staff (Aides, Specialty, and Clerical). We have a small percentage of instructors with less than 2 years of experience with the majority of staff as veteran teachers. For the school year 2022-23, 9 of our teachers were new to Joshua ISD. Our instructors are approximately 72% female and 28% male.

The teacher to student ratio is 20 to 1. Most of our classes have no more than 25 students.

Demographics Strengths

Nichols Middle School has an enrollment of approximately 607 students, allowing room to support the growing JISD population. The Nichols' staff is made up of veteran faculty with a 20 to 1 class ratio. We have an organized and positive administrative staff and we have established an atmosphere of "all hands on deck." All of our ELAR teachers are ESL certified. Every teacher has completed ELPS training. With only 9 new staff members who came from outside of Joshua ISD this school year, we have a good understanding of our district demographics. Many families are moving into our area in order to attend Joshua ISD schools. Our families value education and have supportive parents and students who are committed to success.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Special Education and Emergent Bilingual students across all grade levels are performing significantly lower than other student groups. **Root Cause:** Progress monitoring and response to intervention have not been specific to student needs. A lack of teacher and staff training.

Student Learning

Student Learning Summary

Our district's goal is 50% or more of JISD students will obtain the masters level of achievement on all STAAR assessments by June 2023. This is also Nichols' campus goal, in addition to 65% meets and 25% meets for SPED for SY 2022-23. For the 2021-2022 school year, we reached 34% for our overall masters percentage, 66% for our overall meets percentage, so we are making significant progress towards our goal.

STAAR Math 6th grade 2022 May administration (Our current 7th graders)

Approaches Grade Level

NMS - 94%

ED - 90%

Hispanic - 93%

White - 94%

LEP - 89%

SPED - 59%

STAAR Reading 6th grade 2022 May administration (Our current 7th graders)

Approaches Grade Level

NMS - 86%

ED - 76%

Hispanic - 87%

White - 86%

LEP - 89%

SPED - 35%

STAAR Math 7th grade 2022 May administration (Our current 8th graders)

Approaches Grade Level

NMS-80%

ED - 67%

Hispanic - 66%

White - 83%

LEP - 58%

SPED - 33%

STAAR Reading 7th grade 2022 May administration (Our current 8th graders)

Approaches Grade Level

NMS -86%

ED - 78%

Hispanic - 80%

White - 88%

LEP - 79%

SPED - 27%

STAAR Math 8th grade 2022 All administrations (Currently 9th graders)

Approaches Grade Level

NMS - 73%

ED - 70%

Hispanic - 72%

White - 73%

LEP - 70%

SPED - 17%

STAAR Reading 8th grade 2022 All administrations (Currently 9th graders)

Approaches Grade Level

NMS - 87%

ED - 83%

Hispanic - 85%

White - 87%

LEP - 64%

SPED - 23%

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Student Learning Strengths

Accountability rating for the 2022 school year.

Domain 1 we scored:

Approaches: 87%

Meets: 62%

Masters: 36%

We really focused on intentional placement of students in RtI groups, which contributed to our success.

Overall, our campus is above the state average in math, reading, social studies and science in grades 6-8.

During our staff development at the beginning of the year, we aimed for a "Soaring above expectations" atmosphere where elective teachers helped STAAR subject teachers with interventions and extension activities.

We added Accelerated Instruction to our RTI period.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): In grades 6-8, our SPED students did not meet any of the 5 indicators for the 2019 TEA report for identification of schools for improvement. Progress has been made by meeting 3 of the 5 indicators in 2022 TEA report. **Root Cause:** Our SPED population is a focus. The learning gaps due to COVID are still a priority.

Problem Statement 2 (Prioritized): Compared to state passing percentages, our ELs did not exceed state passing percentages. This includes 6th -8th reading and 8th math **Root Cause:** There is a lack of teacher training, monitoring of implementation, and lack of transitional support as students move to the next grade level.

School Processes & Programs

School Processes & Programs Summary

Nichols Middle School is a Continuous Improvement Campus with a focus on training staff in the systematic approach model along with providing support to staff. The CI Model provides systematic alignment using district, department, campus, and classroom Systems Level Checks. For the 2022-23 school year, our campus will focus on student data folders with fidelity. Implementation and alignment of Professional Learning Communities (PLC) is a campus wide focus with ongoing training to support all staff. Teachers meet daily with their PLC and have a specific focus:

Monday-Data Analysis

Tuesday-RtI/AI Planning and Documentation

Wednesday-SPED/504 Meetings and Documentation

Thursday-Curriculum Horizontal Alignment

Friday-Professional Development/Vertical Alignment

For students who have already passed their STAAR tests, they are placed in enrichment groups during RtI time (we are using elective teachers to support core teachers). An example of this is STEM enrichment.

Nichols Middle School mirrors Loflin Middle School programs and processes and will be vertically and horizontally aligned with JISD curriculum. NMS is focused on post-secondary readiness to ensure graduates are prepared to enter college, a career or the military. NMS has a comprehensive technology program that gives all students and staff access to various devices. All of our teachers have access to Chromebooks and use instructional technology to enhance the learning environment.

School Processes & Programs Strengths

1. Continuous Improvement procedures are documented and systematic throughout the school year including District provided training for teachers and administrators. We have seen an improvement in PDSA use across the school and are now working on making sure it is used to improve instruction on a regular basis.
2. All teachers and administrators are required to complete yearly EL training.
3. All teachers are required to completed yearly GT training if they are teaching Honors classes.
4. All administrators have been trained in the PLC process to provide support on the campus. Our campus PLC groups are set and have a daily focus.
5. NMS utilizes the clearly defined procedures available to all staff through the online Procedure Manual.
6. Instructional Technologists are available to the campus to assist with the implementation of technology in the classrooms and to provide professional development.
7. Teachers have a voice in decision making and school practices; feedback is considered through various means including the Superintendent Councils Meeting and Campus Plus/Delta.
8. There is vertical and horizontal alignment in curriculum through weekly PLCs.

9. In regards to campus layout: Grade-levels are separated in different hallways; subjects are grouped together within hallways, extracurricular classes/areas are removed from the general vicinity of the core academic classrooms.

10. Classrooms are set up with appropriate equipment conducive to a learning environment (mimio boards, document cameras, desks that support collaborations, and class sets of chromebooks in numerous classrooms).

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Our SPED population that receives discipline is often higher than the district average. **Root Cause:** Middle school is a transition from adolescence to teenagers resulting in social emotional behaviors that inhibit academic success.

Perceptions

Perceptions Summary

Nichols Middle School is focused on improving student academic achievement. We have a strong commitment to focusing on individual needs. As a staff, we created our mission statement before the inaugural NMS 2017-18 school year by asking, "What actions do a principal, teacher, and student have to take to by a 'highly acclaimed model of educational excellence'?" We analyzed the themes that emerged from asking this questions and came up with: NMS will be a partnership that educates, prepares, and inspires students to achieve high levels of learning. Our motto is: Soaring beyond expectations.

Our administration is committed to listening to ideas from staff and our 2021-22 campus climate survey reflected a 90% or above agreement on all survey questions.

In addition, we make an effort to take parent input into account including on the parent survey or responding to parent phone calls/emails. Also, we monitor social media for parent and community comments. Our 2021-22 parent survey reflected a 90% or above agreement on all survey questions.

Perceptions Strengths

We had a 90% or above agreement on all survey responses on the campus climate survey and the parent survey.

We have an organized and positive administrative staff with a high campus morale.

Many of our current teachers participated in coming up with the mission statement and motto which gave them immediate ownership to live up to the mission statement.

All teachers and staff have created a personal mission statement.

A weekly wrap-up email, newsletter, and Remind group were created to effectively communicate with staff and parents.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: According to the staff climate survey, campus leadership does not effectively communicate with staff. **Root Cause:** Lack of communication of events and expectations through a consistent format.

Priority Problem Statements

Problem Statement 2: Special Education and Emergent Bilingual students across all grade levels are performing significantly lower than other student groups.

Root Cause 2: Progress monitoring and response to intervention have not been specific to student needs. A lack of teacher and staff training.

Problem Statement 2 Areas: Demographics

Problem Statement 1: In grades 6-8, our SPED students did not meet any of the 5 indicators for the 2019 TEA report for identification of schools for improvement. Progress has been made by meeting 3 of the 5 indicators in 2022 TEA report.

Root Cause 1: Our SPED population is a focus. The learning gaps due to COVID are still a priority.

Problem Statement 1 Areas: Student Learning

Problem Statement 4: Our SPED population that receives discipline is often higher than the district average.

Root Cause 4: Middle school is a transition from adolescence to teenagers resulting in social emotional behaviors that inhibit academic success.

Problem Statement 4 Areas: School Processes & Programs

Problem Statement 3: Compared to state passing percentages, our ELs did not exceed state passing percentages. This includes 6th -8th reading and 8th math

Root Cause 3: There is a lack of teacher training, monitoring of implementation, and lack of transitional support as students move to the next grade level.

Problem Statement 3 Areas: Student Learning

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations

Student Data: Assessments

- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

Support Systems and Other Data





- Capacity and resources data
- Budgets/entitlements and expenditures data

Goals

Goal 1: Nichols Middle School will provide safe schools for students and staff.

Performance Objective 1: 100% of NMS will implement an aligned emergency operations plan, including a threat assessment process and procedure.





- Evaluation Data Sources:**
- Qualitative feedback/questions from students/staff about drills
 - Frequency/timing of drills
 - Implementing the Standard Response Protocol with fidelity

Strategy 1 Details	Reviews			
<p>Strategy 1: Nichols Middle School will execute drill procedures using the Standard Response Protocol as if it were an actual emergency to ensure we are prepared for an emergency.</p> <p>Strategy's Expected Result/Impact: Staff and students will understand and be able to react appropriately during drills and emergencies according to the Standard Response Protocol</p> <p>Staff Responsible for Monitoring: Campus admin</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: CRASE Active Shooter and Stop the Bleed Training</p> <p>Strategy's Expected Result/Impact: Teachers have been trained on how to respond in the event of an active shooter, which includes being able to stop bleeding and save lives.</p> <p>Staff Responsible for Monitoring: Campus admin, Nurse, Police Officer</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: All students will be required to wear a student identification badge that is visible at all times starting second semester</p> <p>Strategy's Expected Result/Impact: Ensure student safety</p> <p>Staff Responsible for Monitoring: Campus admin</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Nichols Middle School will provide safe schools for students and staff.

Performance Objective 2: 100% of NMS will implement an aligned character education and drug awareness plan.





Evaluation Data Sources: Discipline referrals, suicide assessments, students concerned over behaviors of other students

Strategy 1 Details	Reviews			
<p>Strategy 1: Once a 6 weeks, we will monitor our SPED discipline numbers. Strategy's Expected Result/Impact: We will develop strategies for those SPED kids who are frequently in trouble on a regular basis so our overall discipline numbers. Staff Responsible for Monitoring: Campus admin, behavior aides</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: REACH Council Prevention Services are provided to students who have had positive drug tests. Strategy's Expected Result/Impact: Students engaging in at risk behaviors will decrease. Staff Responsible for Monitoring: Campus admin</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Through REACH Council all 8th graders will participate in 5 weekly sessions of Too Good for Drugs. Strategy's Expected Result/Impact: Decreased substances abuse, reduce risk for behavioral health issues, improved quality of life Staff Responsible for Monitoring: Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Bullying Prevention Assembly Strategy's Expected Result/Impact: Decrease bullying on campus and explains bullying examples to students and how to reach out for assistance. Staff Responsible for Monitoring: Campus admin, counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: Nichols Middle School will provide safe schools for students and staff.

Performance Objective 3: 100% of NMS will implement an aligned health and wellness plan.

Strategy 1 Details	Reviews			
<p>Strategy 1: District provides an anonymous system called STAY ALERT for anyone to report safety concerns such as bullying, suicidal thoughts, self-harm, student conflict, etc.) Bullying data and self-harm/suicidal ideation is collected by district.</p> <p>Strategy's Expected Result/Impact: The proper individuals will be notified and students can receive help immediately.</p> <p>Staff Responsible for Monitoring: Campus admin, counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Counselors will speak with students making outcries of self-harm and notify parents as per district policy and procedure. The district provides resources to students and parents through campus counselors, district website, and handbook. Counselors will also report all incidents of students making suicidal outcries each month so that the district can provide appropriate resources.</p> <p>Strategy's Expected Result/Impact: Improve mental health</p> <p>Staff Responsible for Monitoring: Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: All 6th-8th grade students will participate in age appropriate lessons that help students avoid the risks of sexual activity, bullying, and drugs through AIM for Success. Parental informational meetings about the program content are offered before the students participate.</p> <p>Strategy's Expected Result/Impact: Reduce at risk behaviors</p> <p>Staff Responsible for Monitoring: Campus admin and counselors</p> <p>Title I: 4.2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: All elementary and middle school students learn about health and wellness topics using the SPARK curriculum.</p> <p>Strategy's Expected Result/Impact: Students will make healthier choices in regards to eating well, exercise and getting enough sleep.</p> <p>Staff Responsible for Monitoring: PE teachers, counselors, campus admin</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: All students will participate in the Fitness Gram Strategy's Expected Result/Impact: Increase health and wellness Staff Responsible for Monitoring: PE teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: All campus staff will be trained in trauma informed care practices. Strategy's Expected Result/Impact: Staff will be able to respond appropriately to student dealing with trauma Staff Responsible for Monitoring: Assistant Superintendent, campus admin, counselors Funding Sources: - TPTR - \$7,000	Formative			Summative
	Nov	Jan	Mar	June
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Goal 1: Nichols Middle School will provide safe schools for students and staff.





Performance Objective 4: 100% of NMS will implement an aligned student code of conduct.

Goal 2: Nichols Middle School will ensure that every child is prepared for success in college, a career, or the military.

Performance Objective 1: Meet or exceed the target score of 90 in Domain 1-Student Achievement, Domain 2-Student Progress, and Domain 3-Closing the Gaps

Evaluation Data Sources: 6 weeks exams, Benchmark exams, STAAR, Renaissance

Strategy 1 Details	Reviews			
<p>Strategy 1: ELAR 6 weeks tests will incorporate a reading and writing component to address the new ELAR TEKS. This will change the 6th and 8th grade tests, which previously did not have a writing component.</p> <p>Strategy's Expected Result/Impact: This strategy ensures ELAR students are exposed to the integrated reading and writing TEKS.</p> <p>Staff Responsible for Monitoring: Campus admin</p> <p>Title I: 2.4 - Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: During PLC time, Social Studies will study data to determine areas of weakness on the STAAR test and see where 6th and 7th grade can better support 8th grade by purposefully incorporating 8th grade TEKS.</p> <p>Strategy's Expected Result/Impact: We will receive a distinction in Social Studies because our students getting to Masters on the Social Studies STAAR test will increase.</p> <p>Staff Responsible for Monitoring: Campus admin, SS Dept head</p> <p>Title I: 2.4, 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Professional Development for SPED</p> <p>Strategy's Expected Result/Impact: More knowledge and deeper understanding of SPED strategies</p> <p>Staff Responsible for Monitoring: Campus admin, SPED Dept head</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Dedicated SPED PLC day to analyze data, track progress, and monitor individual students' performance</p> <p>Strategy's Expected Result/Impact: Give a strategic focus to our inclusion teachers and help drive interventions and extensions in RTI; SPED results on assessments will increase</p> <p>Staff Responsible for Monitoring: Campus admin, SPED Dept head</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Added another SPED teacher for inclusion and resource support</p> <p>Strategy's Expected Result/Impact: SPED results on assessments will increase</p> <p>Staff Responsible for Monitoring: Campus admin</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Provide 30 hours of accelerated instruction in small groups to students who did not meet expectations on STAAR, in accordance with HB4545.</p> <p>Strategy's Expected Result/Impact: Students will be successful on the STAAR test by filling the gaps in their learning.</p> <p>Staff Responsible for Monitoring: Campus admin, Department heads, Counselors, Attendance Clerk</p> <p>Funding Sources: - ESSER - \$2,000</p>	Formative			Summative
	Nov	Jan	Mar	June
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Goal 2: Nichols Middle School will ensure that every child is prepared for success in college, a career, or the military.

Performance Objective 2: 100% of NMS classrooms will build a foundation of reading and math.

Strategy 1 Details	Reviews			
<p>Strategy 1: Scheduled Response to Intervention time built into the master schedule with timely, directive, and systematic intentional interventions planned for students based on needs identified in the PLC.</p> <p>Strategy's Expected Result/Impact: Increases in percentages at the approaches, meets, and masters level for all students in all STAAR assessments. Obtain district goal of 90% of all students at the approaches level.</p> <p>Staff Responsible for Monitoring: Campus Admin</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math</p> <p>Funding Sources: - 199 State Compensatory Education (SCE) - \$114,379.90</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Through co-teaching, double blocking and RtI (4th period), students are able to have more focused attention on their needs to help them be successful in the classroom and on the STAAR test.</p> <p>Strategy's Expected Result/Impact: Increases in percentages at the approaches, meets, and masters level for all students in all STAAR assessments. Obtain district goal of 90% of all students at the approaches level.</p> <p>Staff Responsible for Monitoring: Campus Admin</p> <p>Title I: 2.4, 2.5, 2.6 - Additional Targeted Support Strategy</p> <p>Funding Sources: Comp Ed - \$54,440</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Students with dyslexia or related reading disorders will receive instruction using the MTA method.</p> <p>Strategy's Expected Result/Impact: All dyslexic students will develop tools to improve reading skills.</p> <p>Staff Responsible for Monitoring: Campus admin, dyslexia teacher</p>	Formative			Summative
	Nov	Jan	Mar	June

TEA Priorities:

Recruit, support, retain teachers and principals, Build a foundation of reading and math

Funding Sources: Dyslexia Support - Dyslexia - \$19,668.99



No Progress



Accomplished







Continue/Modify



Discontinue

Goal 2: Nichols Middle School will ensure that every child is prepared for success in college, a career, or the military.





Performance Objective 3: 100% of NMS classrooms will implement the college, career, and military readiness plan.

Strategy 1 Details	Reviews			
<p>Strategy 1: All 8th grade students will take the careers course to help them develop a 4 year plan and investigate career choices and participate in a Plan Your Path field trip.</p> <p>Strategy's Expected Result/Impact: All students will develop a 4 year plan with a chosen endorsement</p> <p>Staff Responsible for Monitoring: Admin, Counselors, Plan Your Path Teachers</p> <p>Title I: 2.5</p> <p>Funding Sources: High School Allotment-Careers Course - CCMR - \$70,992.14</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Student and parental involvement meetings will consist of Plan Your Path meeting, Transition meeting, Curriculum Night and Aim for Success.</p> <p>Strategy's Expected Result/Impact: Parents are more aware of what's happening at school currently and in the future.</p> <p>Staff Responsible for Monitoring: Campus admin, counselors</p> <p>Title I: 4.2</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Nichols Middle School will ensure that every child is prepared for success in college, a career, or the military.





Performance Objective 4: 97% attendance rate will be maintained.

Evaluation Data Sources: Monthly attendance reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Have attendance incentives established and promoted to students & parents for students with perfect attendance.</p> <p>Strategy's Expected Result/Impact: Students will strive to achieve perfect attendance to get the reward and help us meet the district goal of 97%.</p> <p>Staff Responsible for Monitoring: Campus admin, Attendance Clerk</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide incentives for students to turn in notes and monitor absent students who have not turned in notes.</p> <p>Strategy's Expected Result/Impact: Our district attendance average will improve to the district goal of 97%.</p> <p>Staff Responsible for Monitoring: Campus admin, Attendance Clerk</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Goal 3: Nichols Middle School will provide effective and efficient use of personnel, materials, resources, and facilities to meet the present and future needs of a changing enrollment.

Performance Objective 1: 100% of teachers meet state and local certification requirements.

Strategy 1 Details	Reviews			
<p>Strategy 1: Staff will complete online compliance courses consisting of Bloodborne Pathogens, ADA Compliance for Online Content, Bullying Prevention, Copyright, FERPA, Internet Safety, Section 504, Sexual Harassment, Teen Dating Violence and Abuse, Child Abuse and Maltreatment, Texas Educator's Code of Ethics.</p> <p>Strategy's Expected Result/Impact: All staff are in compliance and knowledgeable concerning these topics.</p> <p>Staff Responsible for Monitoring: Campus admin</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: All new teachers at NMS will complete online training over Texas Behavior Support Initiative (TBSI), EL Support Training, and Dyslexia Training.</p> <p>Strategy's Expected Result/Impact: Teachers will have increased awareness and tools to support these students.</p> <p>Staff Responsible for Monitoring: Campus Admin</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: All honors teachers must be GT certified (initial 30 hrs) and receive 6 hour GT update each year.</p> <p>Strategy's Expected Result/Impact: 1. Teachers are certified to provide advanced academic instruction to students in order to meet the district and campus goal of obtaining 50% at the masters level. 2. Increase the percentage of students at the secondary level participating in advanced academic courses.</p> <p>Staff Responsible for Monitoring: District administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Goal 3: Nichols Middle School will provide effective and efficient use of personnel, materials, resources, and facilities to meet the present and future needs of a changing enrollment.

Performance Objective 2: 95% or greater teacher and principal retention.

Strategy 1 Details	Reviews			
<p>Strategy 1: Using the continuous improvement model, staff will evaluate themselves, classrooms, schools and departments using the appropriate systems level check at the beginning and end of the year. Teachers and administrators will participate in campus CI walkabouts to ensure district alignment.</p> <p>Strategy's Expected Result/Impact: Classrooms and the school will move to the advanced category in all areas.</p> <p>Staff Responsible for Monitoring: Campus admin</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: District adoption of the Teacher Incentive Allotment and Retention Bonus plan for the 2022-23 year.</p> <p>Strategy's Expected Result/Impact: Math and Reading teachers who reach a distinction are eligible for the state allotment split 60/40.</p> <p>Staff Responsible for Monitoring: Campus admin, district, TTESS, Renaissance</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 3: Nichols Middle School will provide effective and efficient use of personnel, materials, resources, and facilities to meet the present and future needs of a changing enrollment.

Performance Objective 3: 90% or greater overall score on the Campus Financial Scorecard.

Strategy 1 Details	Reviews			
<p>Strategy 1: Sponsors were trained on purchase order systems and a new campus system implemented to ensure timelines are met.</p> <p>Strategy's Expected Result/Impact: Purchase order forms are submitted to the bookkeeper in a timely manner and all monies collected and deposited daily.</p> <p>Staff Responsible for Monitoring: Campus bookkeeper</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Nichols Middle School will provide effective and efficient use of personnel, materials, resources, and facilities to meet the present and future needs of a changing enrollment.

Performance Objective 4: 90% of NMS staff and parents will respond with satisfaction at annual events.

Strategy 1 Details	Reviews			
<p>Strategy 1: Parents will be invited to yearly curriculum nights, open house, Plan Your Pathway events, 6th grade orientation at the beginning of the year, and various campus surveys to gather feedback for further strategies.</p> <p>Strategy's Expected Result/Impact: Parents, students, and staff will build stronger connections within the school community.</p> <p>Staff Responsible for Monitoring: Campus admin</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Additional Targeted Support Strategies

Goal	Objective	Strategy	Description
2	1	1	ELAR 6 weeks tests will incorporate a reading and writing component to address the new ELAR TEKS. This will change the 6th and 8th grade tests, which previously did not have a writing component.
2	1	3	Professional Development for SPED
2	1	4	Dedicated SPED PLC day to analyze data, track progress, and monitor individual students' performance
2	1	5	Added another SPED teacher for inclusion and resource support
2	2	2	Through co-teaching, double blocking and RtI (4th period), students are able to have more focused attention on their needs to help them be successful in the classroom and on the STAAR test.

Campus Funding Summary

199 State Compensatory Education (SCE)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	1			\$114,379.90
Sub-Total					\$114,379.90
Dyslexia					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	3	Dyslexia Support		\$19,668.99
Sub-Total					\$19,668.99
CCMR					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	3	1	High School Allotment-Careers Course		\$70,992.14
Sub-Total					\$70,992.14
ESSER					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	6			\$2,000.00
Sub-Total					\$2,000.00

Addendums