

Crosby Independent School District

Crosby Middle School

2023-2024 Improvement Plan



Mission Statement

Crosby Middle School strives to create a safe and academically stimulating environment for a diverse student body where students can reach their full potential with a sense of accomplishment while developing a love for learning and the tools for academic success. In addition to the productive make-up of our academic program, CMS cultivates character building, citizenship and conflict resolution as a foundation to our overall educational experience. While we strive to meet the needs of individual students as they learn to be tolerant, functional members of a multicultural society, we will also try to instill a love of learning and a desire to excel that will result in productive citizens. Through rigorous, engaging curriculum we have achieved much; nevertheless, we will continue to raise competencies in all academic areas for every student. Improving academic achievement for all students is the fundamental focus of our caring, highly qualified staff.

Vision

Our vision focuses on having highly qualified educators working collaboratively across all grade levels and subjects, concentrating on the diverse backgrounds and cultural needs of our students while providing effective academic preparation for their achievement. We want to tap into the potential of all learners and capitalize on their talents and interests. We want to help them discover how education impacts their future and realize how lifelong learning can maximize their capacity for growth and opportunities for many years to come.

Value Statement

At Crosby Middle School, we value every person involved in educating students and preparing them for the future. This includes family members, community members, educators, support staff, and administrators. Every student receives the best that we can provide in our efforts to aid in their success.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Here is a summary of the demographics for the school located in Crosby, TX, 77532-8009:

Principal : Jose Lozano

School Population (2023 - 2024) :

- Total Students: 1,555
- 6th Grade: 508 (32.67%)
- 7th Grade: 488 (31.38%)
- 8th Grade: 559 (35.95%)

Student Demographics :

- Female: 737 (47.40%)
- Male: 818 (52.60%)

Ethnicity :

- Hispanic-Latino: 845 (54.34%)

Race :

- American Indian - Alaskan Native: 4 (0.26%)
- Asian: 4 (0.26%)
- Black - African American: 171 (11.00%)
- White: 489 (31.45%)
- Two-or-More: 42 (2.70%)

Student Programs :

- Dyslexia: 125 (8.04%)

- Gifted and Talented: 131 (8.42%)
- Section 504: 139 (8.94%)
- Special Education (SPED): 229 (14.73%)

Bilingual/ESL :

- Emergent Bilingual (EB): 352 (22.64%)
- English as a Second Language (ESL): 59 (3.79%)
- Alternative ESL Language Program: 274 (17.62%)

Title I Part A :

- Schoolwide Program: 1,555 (100.00%)

Student Indicators :

- At-Risk: 817 (52.54%)
- Economic Disadvantage Total: 973 (62.57%)
- Free Meals: 902 (58.01%)
- Reduced-Price Meals: 71 (4.57%)

Special Education Services :

- Learning disability: 116 (50.66%)
- Autism: 23 (10.04%)

Staff Information :

- Administrative Support: 11 (9.65%)
- Teacher: 90 (78.95%)
- Educational Aide: 13 (11.40%)

Please note that these numbers are based on the preliminary Fall PEIMS file loaded on 11/01/2023.

Demographics Strengths

Based on the data from 2023-2024 data, here are some of the demographic strengths of the school:

1. **Diverse Student Body**: The school has a diverse student body representing various ethnicities and races. This diversity can enrich the learning experience for all students by exposing them to different cultures and perspectives.
2. **Bilingual solid and ESL Programs**: The school has many Emergent Bilingual (EB) students and offers an Alternative ESL Language Program. These programs can help non-native English speakers improve their language skills and succeed academically.
3. **Comprehensive Special Education Services**: The school offers special education services, including programs for students with learning disabilities and autism. This indicates that the school can provide support and resources for students with diverse learning needs.
4. **High Participation in Schoolwide Program**: All students participate in the Title I Part A Schoolwide Program. This program aims to improve academic achievement and includes strategies to support parental involvement and enhance the quality of teachers.
5. **Economic Support**: A significant number of students receive free meals or reduced-price meals, indicating that the school is providing necessary support to economically disadvantaged students.
6. **Dedicated Staff**: The school has a high percentage of teachers compared to administrative and support staff, suggesting a strong focus on instruction and student learning.

These strengths can contribute to a positive and supportive learning environment for all students.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Crosby Middle School faces the challenge of addressing academic disparities among its diverse student population, especially concerning STAAR assessments. Despite our commitment to inclusivity and diversity, disparities exist in students' performance based on grade level, gender, and ethnicity, as well as economic backgrounds, language proficiency, and participation in special programs. **Root Cause:** Disparities in academic performance may be due to varying resources, support, and instruction. Socioeconomic status and language barriers might impede progress, while support programs may require improvement. Identifying and addressing these root causes is crucial for equal opportunities at Crosby Middle School.

Student Learning

Student Learning Summary

Crosby Middle School has not received the 2023, but in 2022, the Texas Accountability rating score of 74 (C). The student achievement score was 75. The School Progress score was 70. The Closing the Gaps score was 71.

Crosby Middle School aims to close the performance gap for all students in all content areas. With 100% student participation, the following scores indicate the percentage of CMS students meeting approaches, showing progress, closing performance gaps, or achieving postsecondary readiness based on STAAR Testing.

8th Grade CMS 2023 STAAR Results	8th Grade Science STAAR					8th Grade Social Studies STAAR									
	Total Students	Percent Approach Score	Meets GL	Meets GL	Masters GL	Total Students	Percent Approach Score	Meets GL	Meets GL	Masters GL					
CMS	531	53%	75%	52%	16%	529	45%	50%	27%	10%					
Eco. Dis.	312	50%	72%	47%	12%	311	41%	41%	20%	7%					
A I / A N	2	60%	100%	50%	0%	2	52%	50%	50%	50%					
Asian	-	-	-	-	-	-	-	-	-	-					
B / A A	76	44%	55%	34%	8%	76	37%	29%	17%	4%					
Hispanic	271	52%	76%	51%	14%	270	44%	47%	22%	8%					
Two +	17	59%	82%	59%	24%	17	49%	65%	35%	12%					
White	165	59%	81%	62%	24%	164	50%	63%	38%	15%					
C E B	101	46%	66%	39%	6%	100	37%	33%	11%	2%					
First Yr	4	63%	100%	75%	25%	4	59%	100%	75%	0%					
Second Yr	1	93%	100%	100%	100%	1	73%	100%	100%	100%					
Sp Ed	51	36%	39%	18%	2%	52	32%	19%	8%	0%					
8th Grade CMS 2023 STAAR Results	8th Grade Math STAAR					8th Grade Reading STAAR					8th Grade Algebra I EOC				
	Total Students	Percent Approach Score	Meets GL	Meets GL	Masters GL	Total Students	Percent Approach Score	Meets GL	Meets GL	Masters GL	Total Students	Percent Approach Score	Meets GL	Meets GL	Masters GL
CMS	390	48%	75%	39%	5%	535	52%	79%	53%	21%	141	76%	100%	97%	73%
Eco. Dis.	255	48%	73%	40%	4%	315	49%	74%	47%	14%	57	78%	100%	96%	81%

8th Grade CMS 2023 STAAR Results	8th Grade Science STAAR					8th Grade Social Studies STAAR									
	Total Students	Percent Score	Approach Meets		Masters GL	Total Students	Percent Score	Approach Meets		Masters GL					
			GL	GL				GL	GL						
A I / A N	2	65%	100%	100%	0%	2	61%	100%	50%	50%	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
B / A A	68	45%	68%	35%	3%	76	43%	66%	32%	11%	8	80%	100%	100%	88%
Hispanic	203	47%	75%	38%	4%	272	52%	79%	53%	18%	67	77%	100%	97%	73%
Two +	12	60%	100%	75%	0%	17	54%	82%	47%	24%	5	69%	100%	100%	40%
White	105	49%	76%	37%	10%	168	56%	83%	61%	28%	61	76%	100%	97%	74%
C E B	87	44%	71%	33%	3%	101	45%	68%	38%	7%	13	72%	100%	100%	54%
First Yr	-	-	-	-	-	4	71%	100%	100%	50%	4	71%	100%	75%	50%
Second Yr	-	-	-	-	-	1	86%	100%	100%	100%	1	97%	100%	100%	100%
Sp Ed	49	38%	51%	14%	2%	54	29%	31%	9%	6%	3	71%	100%	100%	67%
7th Grade CMS 2023 STAAR Results	7th Grade Math STAAR					7th Grade Reading STAAR									
	Total Students	Percent Score	Approach Meets		Masters GL	Total Students	Percent Score	Approach Meets		Masters GL					
			GL	GL				GL	GL						
CMS	534	49%	59%	35%	9%	534	51%	66%	38%	14%					
Eco. Dis.	335	46%	52%	28%	7%	335	47%	59%	31%	11%					
A I / A N	-	-	-	-	-	-	-	-	-	-					
Asian	2	46%	50%	50%	0%	2	62%	100%	50%	0%					
B / A A	64	42%	41%	27%	2%	63	48%	70%	27%	10%					
Hispanic	274	49%	59%	32%	10%	274	49%	60%	37%	12%					
Two +	22	46%	55%	32%	5%	22	49%	59%	36%	18%					
White	172	53%	66%	45%	12%	173	55%	74%	45%	19%					
C E B	117	44%	52%	21%	3%	117	40%	43%	22%	3%					
First Yr	5	53%	60%	20%	20%	5	54%	60%	60%	20%					
Second Yr	-	-	-	-	-	-	-	-	-	-					
Sp Ed	58	36%	24%	12%	3%	58	33%	21%	7%	2%					

8th Grade CMS 2023 STAAR Results	8th Grade Science STAAR					8th Grade Social Studies STAAR										
	Total Students	Percent Approach Meets Score	GL	GL	Masters GL	Total Students	Percent Approach Meets Score	GL	GL	Masters GL						
6th Grade CMS 2023 STAAR Results	6th Grade Math STAAR					6th Grade Reading STAAR										
	Total Students	Percent Approach Meets Score	GL	GL	Masters GL	Total Students	Percent Approach Meets Score	GL	GL	Masters GL						
CMS	470	47%	69%	34%	11%	469	50%	74%	45%	13%						
Eco. Dis.	303	44%	64%	28%	7%	303	46%	67%	40%	8%						
A I / A N	3	46%	100%	0%	0%	3	55%	100%	33%	33%						
Asian	-	-	-	-	-	-	-	-	-	-						
B / A A	55	39%	53%	16%	2%	55	41%	58%	29%	4%						
Hispanic	248	46%	68%	32%	8%	247	48%	70%	43%	11%						
Two +	11	53%	64%	45%	27%	11	49%	64%	55%	9%						
White	153	52%	76%	42%	16%	153	54%	86%	54%	18%						
C E B	105	42%	59%	27%	4%	105	44%	61%	36%	9%						
First Yr	4	74%	100%	100%	50%	4	72%	100%	100%	50%						
Second Yr	-	-	-	-	-	-	-	-	-	-						
Sp Ed	65	33%	34%	8%	2%	66	34%	39%	11%	2%						

Weaknesses:

Low Performance in Social Studies: The 8th-grade students have shown relatively low performance in Social Studies, with only 50% of students approaching grade level and 27% meeting grade level. This indicates a need for improvement in this subject area.

Underperformance of Economically Disadvantaged Students: Economically disadvantaged students (Eco. Dis.) have consistently scored below 50% in meeting grade level across all subjects and grades. This suggests a need for targeted support and resources for these students.

Challenges in Special Education (Sp Ed): Special education students in all grades have shown low performance across all subjects, with less than 40% of students meeting grade level. This indicates a need for enhanced support and resources for special education.

Student Learning Strengths

Here is an analysis of the strengths and weaknesses based on the STAAR results for the 8th, 7th, and 6th grades:

Strengths:

High Achievement in Algebra I EOC: The 8th-grade students have shown excellent performance in the Algebra I EOC, with 100% approaching grade level and 97% meeting grade level. This is a significant strength as Algebra I is a foundational subject for higher-level math courses.

Strong Performance by White Students: White students in all grades have consistently scored above 50% in meeting grade levels across all subjects. This indicates effective instruction and learning among these students.

Good Performance in Reading: Across all grades, more than 50% of students meet the grade level in Reading. This suggests that reading comprehension skills are being effectively taught and learned at the school.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Crosby Middle School faces the challenge of addressing academic disparities among its diverse student population, especially concerning STAAR assessments. Despite our commitment to inclusivity and diversity, disparities exist in students' performance based on grade level, gender, and ethnicity, as well as economic backgrounds, language proficiency, and participation in special programs. **Root Cause:** Disparities in academic performance may be due to varying resources, support, and instruction. Socioeconomic status and language barriers might impede progress, while support programs may require improvement. Identifying and addressing these root causes is crucial for equal opportunities at Crosby Middle School.

School Processes & Programs

School Processes & Programs Summary

Curriculum and Instruction

Crosby Middle School believes academic success stems from curriculum and instruction that focuses on the students and offers them a variety of methods to match every learning style to maximize their potential. Our curriculum is constantly updated to meet state standards so that students are prepared for the next level of their educational endeavors. Vertical teaming allows our teachers to work with each other at every grade level to ensure the curriculum sequence is accurate and flows smoothly from one level to the next while sharing techniques to maximize best practices in the classroom.

School Context and Organization

CISD is located just east of Houston and is beginning to experience enrollment and growth due to urban sprawl. The east side of Houston is moving into the district with Highway 90 completed, which provides easy access to downtown Houston. An increase in pipe yards around Highway 90 and interests expressed by the oil and gas industry have influenced enrollment. The housing market has become very positive, and many new houses are being built. We have seen a continued increase in enrollment for the 23-24 school year. This shows more than a 12% growth in a three-year period, which validates the positive economic indicators for this area.

Technology

While we have made strides with technology for instructional purposes in the classroom, we aim to facilitate even higher levels of computer literacy integration across the curriculum. We are continually enhancing our curriculum and incorporating a variety of new technologies to raise the interest of our students and increase their level of learning as they prepare for high school and post-secondary readiness, as well as increase their knowledge of how technology can be used positively for academic growth. The Columbus Initiative successfully distributed MacBooks and iPads to all secondary teachers and placed Apple TVs in campus classrooms, providing teachers and curriculum coordinators with the opportunity to develop lessons utilizing graphics, organization, and virtual displays to make content accurate and accessible. With the delivery of iPads to middle school students, we provide them access to content through various forms of technology and media to make concepts meaningful and relevant to them, their worlds, and their futures.

School Processes & Programs Strengths

Curriculum and Instruction

Students needing academic assistance are identified and addressed through small group instruction, interventions, and strategies that target deficiencies. Formative assessments allow teachers to monitor student performance and plan instruction throughout the year. Additionally, DAT administrators, interventionists, instructional coaches, and department heads review data at meetings held routinely to determine how content area instruction can be improved to meet student needs. As rigor and grade level expectations remain a challenge for Special Education

students, we are making systemic changes with our inclusion of students in general education instructional settings through our push-in model, co-teach model, and in-class support model at the secondary level. Teachers receive training on accommodations that will help individual students receive support for their academic performance. Staff development focuses on curriculum, data disaggregation, student engagement, and closing performance gaps.

Additional Strengths:

- Qualified curriculum coordinators in Math and ELA who provide innovative instructional ideas to our teachers to meet student needs.
- Qualified Instructional Coaches in Math and ELA areas monitor student data and update student intervention needs accordingly.
- District and campus expectations for the scope and sequence and YAGS in each core area.
- District and campus expectations that teachers know and address the TEKS in various ways multiple times throughout the year.
- District and campus expectations that teachers prepare meaningful lesson plans addressing the TEKS and ELPS.
- We are utilizing options such as the 5E lesson model or backward lesson design.

Technology

- Leadership that promotes and encourages the use of technology for instruction and student engagement
- Increased use of student electronics for instruction and assignments
- Increased use of applications for instructional purposes
- Continuous in-district training opportunities
- Schoology /School Status

Perceptions

Perceptions Summary

Crosby Middle School believes students learn best in an environment where differences are valued, and mistakes are seen as opportunities to learn and grow. Students are taught that excellence is a desired habit and that practice increases excellence. Our school motto is "We Dare to Dream, Believe, Achieve," and we believe every student will earn the respect of their peers and teachers through hard work and focusing on academic excellence. Our goal is to push for GROWTH. Faculty and staff receive yearly training to ensure our campus develops and maintains a healthy, culturally diverse climate appropriate to all our students' needs. We insist that our faculty members utilize multiple teaching strategies and best practices to reach all students.

We work hard at maintaining a family-friendly school environment. We strive to provide a responsive climate for parents and to widely communicate ways for parents to partner with the campus in educating their children. We also provide translations of printed materials in all languages spoken in the school. We take pride in celebrating the cultural diversity experienced on our campus and actively seek ways to involve parents and community members of all backgrounds to participate in the day-to-day functions of the campus.

Crosby Middle School participates in a number of district-wide and community-wide events. Such events include:

- Community-Wide Pep Rally
- Homecoming Parade
- Veterans Day Parade
- District-Wide Veterans Day Assembly
- Crosby ISD / Crosby Middle School Autumn Fest
- Christmas Parade
- Rodeo Parade
- Barrett Station Homecoming Parade
- Chamber of Commerce events
- Cougar Day Celebration
- Crosby Education Foundation Gala
- Community clean-up day sponsored by the Crosby JROTC and LOTC

Perceptions Strengths

As with the district, CMS believes in respecting tradition while developing higher personal and academic expectations for students as an integral component of our student-centered philosophy. CMS also promotes a family-oriented environment for all stakeholders: students, parents, and faculty. These factors are addressed through the PBIS program, a campus-wide initiative. Teachers will work with students to develop positive and stable routines that will have an impact on their academic endeavors as well as their social interactions and character. Teachers and administrators have established firm guidelines and expectations for behavior in all areas of the campus, including classrooms. Monthly

character education traits are identified, targeting specific areas of academic need based on the PRIDE model developed by the PBIS committee. Using an incentive-based system, teachers and students can grow and develop working relationships that benefit everyone involved by positively meeting established expectations. Throughout this process, teachers and students are expected to display respect toward one another on an ongoing basis.

CMS involvement does not end with community events. We are actively engaged in reaching out to the community and family members, as well as seeking to involve parents and community members in a variety of endeavors that will provide enrichment for CMS students.

Additional activities include:

- Active and productive participation in the Crosby Education Foundation.
- Multiple means of communication with students, families, and community members.
- Encourage parents to use Family Access to monitor student assignments and grades.
- Encourage parents to understand STAAR results and their importance to academic success.
- Host various parent nights/events to educate our parents on programs and classes offered at CMS.
 - Orientation/Meet the Teacher by grade level
 - ESL Information Night - Fall and Spring
 - Honors Information Night
 - School-Wide - Open House
 - Incoming Student Scheduling & Verification Information Sessions
 - Campus and District Verification
- Provide opportunities for parent participation and volunteer support.
 - Cheer Parents
 - Dance Parents
 - Autumn Fest
 - Band Parents
 - Volleyball Parents
 - Winter Showcase
 - 8th Grade Social
 - Spring Show

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- Local benchmark or common assessments data
- Observation Survey results
- State-developed online interim assessments

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- 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
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Gifted and talented data
- Dyslexia data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Tobacco, alcohol, and other drug-use data
- Enrollment trends

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

- Organizational structure data
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results

Goals





Goal 1: Crosby Middle School will increase achievement and success for every student by monitoring student achievement and school progress and closing the gaps.

Performance Objective 1: Increase 6th-8th grade student groups performance to 90% Approaching, 70% Meeting, and 30% Masters Grade Level on 2023-2024 STAAR exams for Reading, Math, Science, and Social Studies.

High Priority

Evaluation Data Sources: STAAR 2023-2024





Strategy 1 Details	Reviews			
<p>Strategy 1: Professional Learning Communities meet to discuss vertical alignment needs in reading, writing, math, science, social studies, and language acquisition (ESL).</p> <p>Strategy's Expected Result/Impact: Unit Tests , Milestone, TELPAS, SummitK12, STAAR 2023-2024</p> <p>Staff Responsible for Monitoring: Campus Administrator, Interventionists, Instructional Coaches, Teachers</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Analyze student performance in every unit test to determine students needing Tier 2 and Tier 3 intervention in reading, writing, math, social studies, and science, as well as Tier 1 acceleration (High Achievers).</p> <p>Strategy's Expected Result/Impact: Accelerate/remediate instruction to enhance student achievement and academic growth.</p> <p>Staff Responsible for Monitoring: Campus Administrator, Interventionists, Instructional Coaches, Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Provide Tier 1, Tier 2, and Tier 3 intervention through tutoring/enrichment for students before, during, and after school, e.g., using math warm-ups preparing for STAAR, BrainPop, IXL, and EduSmart (Science).</p> <p>Strategy's Expected Result/Impact: Accelerate/remediate instruction to enhance student achievement and academic growth.</p> <p>Staff Responsible for Monitoring: Campus administrators, Interventionists, Instructional Coaches, Teachers, AND TCLAS tutors.</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Provide professional opportunities for teachers and administrators to learn strategies to assist students in reading, math, social studies, science, and language acquisition.</p> <p>Strategy's Expected Result/Impact: Improve the quality of instruction and rigor to increase student achievement and academic growth.</p> <p>Staff Responsible for Monitoring: Campus administrators, Interventionists, Instructional Coaches, Teachers, AND TCLAS tutors.</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Increase the STAAR Mathematics and Reading Academic Achievement and Growth Status by 10% on low-performing subgroups of students in all grades.</p> <p>Strategy's Expected Result/Impact: Increase student achievement and academic growth in Math for 2023-2024</p> <p>Staff Responsible for Monitoring: Campus administrators, Interventionists, Instructional Coaches, Teachers.</p>	Formative			Summative
	Dec	Feb	Apr	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: Crosby Middle School will increase achievement and success for every student by monitoring student achievement and school progress and closing the gaps.

Performance Objective 2: Implement high learning expectations and strategies for all students by supporting, accelerating, and differentiating instruction so that student groups will meet or exceed growth on STAAR and TELPAS (6th-8th).





Evaluation Data Sources: Unit Tests, Milestones, TELPAS, STAAR 2023-2024

Strategy 1 Details	Reviews			
<p>Strategy 1: Using SummitK12, Unit Test, and Milestone data, teachers will analyze the strengths and weaknesses to determine instructional strategies during the Professional Learning Committee.</p> <p>Strategy's Expected Result/Impact: Improve instruction for student achievement, academic progress, and linguistic growth.</p> <p>Staff Responsible for Monitoring: Campus Administrator, Interventionists, Instructional Coaches, Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers in all grade levels will collaborate effectively to discuss lessons and strategies and implement the 4 C's to 21st Century skills (Communication, Collaboration, Critical Thinking, and Creativity) in Professional Learning Communities.</p> <p>Strategy's Expected Result/Impact: Improve instruction for student achievement, academic progress, and social and linguistic growth.</p> <p>Staff Responsible for Monitoring: Campus Administrator, Interventionists, Instructional Coaches, Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will provide practice and model the online TELPAS program SummitK12 throughout the year. The Emergent Bilinguals will practice online practice in all competencies assessed on the TELPAS -listening, speaking, reading, and writing using the online tools.</p> <p>Strategy's Expected Result/Impact: A 30% increase in listening, speaking, reading, writing, and overall composite TELPAS scores.</p> <p>Staff Responsible for Monitoring: Campus Administrator, Interventionists, Instructional Coaches, Teachers</p>	Formative			Summative
	Dec	Feb	Apr	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: Crosby Middle School will increase achievement and success for every student by monitoring student achievement and school progress and closing the gaps.

Performance Objective 3: Increase student performance on STAAR by 10% in Reading and Math for STAAR 2023-2024





Evaluation Data Sources: Milestones, Unit Tests and STAAR 2023-2024 - BOY, MOY, EOY

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize Milestone and Unit test data after each administration to determine Tier 2 and Tier 3 instructional needs and Tier 1 acceleration.</p> <p>Strategy's Expected Result/Impact: Monitor and assess if student academic growth was made.</p> <p>Staff Responsible for Monitoring: Campus Administrator, Interventionists, Instructional Coaches, Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: RTI plan will be held for all 6th- 8th-grade students who score below district criteria on Milestone and Unit Tests to determine the need for an intervention plan with progress monitoring.</p> <p>Strategy's Expected Result/Impact: Increase student academic achievement.</p> <p>Staff Responsible for Monitoring: Campus Administrator, Interventionists, Instructional Coaches</p>	Formative			Summative
	Dec	Feb	Apr	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: Crosby Middle School will increase achievement and success for every student by monitoring student achievement and school progress and closing the gaps.

Performance Objective 4: Increase in school-wide attendance through a proactive and engaging approach, ensuring that every student is present and actively participating in their education.





Evaluation Data Sources: Attendance Records - monthly, six weeks, and semester.

Strategy 1 Details	Reviews			
Strategy 1: Establish a Student-Parent Communication System Strategy's Expected Result/Impact: By implementing a robust communication system between students, parents, and the school, we aim to keep parents informed about their child's attendance and create a student support network. This will result in improved attendance rates and a stronger sense of community within the school. Staff Responsible for Monitoring: Attendance Specialist, Office Staff, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Implement Early Warning Systems Strategy's Expected Result/Impact: Early Warning Systems will identify at-risk students and provide timely interventions, leading to reduced absenteeism and increased student success. Staff Responsible for Monitoring: Attendance Specialist, Office Staff, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Implement an Incentive Program for Consistent Attendance Strategy's Expected Result/Impact: The incentive program will motivate students to maintain regular attendance, resulting in reduced absenteeism and improved academic outcomes. Staff Responsible for Monitoring: Attendance Specialist, Office Staff, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Analyze and Address the Root Causes of Absenteeism Strategy's Expected Result/Impact: By identifying and addressing the root causes of absenteeism, we aim to create targeted solutions that will lead to improved attendance and academic outcomes. Staff Responsible for Monitoring: Attendance Specialist, Office Staff, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Crosby Middle School prepares students for high school, college, and career readiness, ensuring success in both college and the workforce.

Performance Objective 1: Students will have the opportunity to enroll in different CTE prep courses at Crosby Middle School.





Evaluation Data Sources: Focus will be on student participating in career assessment opportunities.

Strategy 1 Details	Reviews			
Strategy 1: Conduct college week to encourage students' application to college and higher education opportunities. Strategy's Expected Result/Impact: Students participating in activities. Staff Responsible for Monitoring: Counselors, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Career Cruising program will be used by middle school students to explore and learn about career choices (HB5 Local Evaluation component). Strategy's Expected Result/Impact: Students identifying and adhering to endorsements for high school. Staff Responsible for Monitoring: Counselors, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Crosby Middle School prepares students for high school, college, and career readiness, ensuring success in both college and the workforce.

Performance Objective 2: Articulate a process for students to plan their course path through high school





Evaluation Data Sources: Number of students registering for endorsements and adhering to the chosen endorsement.

Strategy 1 Details	Reviews			
Strategy 1: Provide classes to enrich students' use of computer skills and career readiness. Strategy's Expected Result/Impact: Students will use technology as a tool for study. Staff Responsible for Monitoring: Teachers	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Utilize the Career Cruising program. Strategy's Expected Result/Impact: Students in all grades will investigate interests and career opportunities. 8th grade students will utilize data from the Career Cruising in the development of their PGP (Personal Graduation Plan). Staff Responsible for Monitoring: Counselors, Teachers	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Inform students and community of post high school opportunities created by preparation in high school. Strategy's Expected Result/Impact: Students understand what endorsements are and select the appropriate one during 9th grade registration. Staff Responsible for Monitoring: Counselors	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Counselors and campus administrators align middle school CTE courses with the high school to streamline students' course paths. Strategy's Expected Result/Impact: Students in 7th/8th grade will enroll in at least one CTE course to receive high school credit before exiting Crosby Middle School. Staff Responsible for Monitoring: Campus Administrators, Counselors, and CTE Director	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Crosby Middle School prepares students for high school, college, and career readiness, ensuring success in both college and the workforce.

Performance Objective 3: CMS will achieve a rating of Recognized or Exemplary in all areas evaluated under the Annual HB5 Local Evaluation Instrument.





Evaluation Data Sources: Each are of the Local Evaluation Rubric will be rated at Recognized or Exemplary.

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will participate in college and career readiness activities as defined by the CMS Local Evaluation Rubric.</p> <p>Strategy's Expected Result/Impact: All areas evaluated under the HB5 local evaluation rubric will receive a rating of Recognized or Exemplary.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Counselors, Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Crosby Middle School will recruit, hire, develop, and retain highly qualified and effective personnel.

Performance Objective 1: With Human Resources Department support and collaboration, Crosby Middle School seeks to create a culture of employee accountability at all levels with a shared direction among personnel.





Evaluation Data Sources: Recruitment and retention of Highly Qualified campus administration and department staff.

Strategy 1 Details	Reviews			
<p>Strategy 1: Capture and provide teacher demographic and performance data by campus related to why teachers are leaving. Research retention best practices. Collaboration of campus administrators on the implementation of next steps.</p> <p>Strategy's Expected Result/Impact: Decrease in turnover of high performing teachers. Teacher Exit Interviews.</p> <p>Staff Responsible for Monitoring: Principal, Superintendent of Human Resources, other campus administrators</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide high quality training, mentoring, and leadership development opportunities for campus administrators and aspiring leaders.</p> <p>Strategy's Expected Result/Impact: Inspiring, motivating, and effective campus, departmental, and district leadership.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent for HR, Executive Directors of Education, Principal</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Crosby Middle School will celebrate teachers throughout the year with creative ways to increase a positive welcoming environment.</p> <p>Strategy's Expected Result/Impact: Staff Morale Boost</p> <p>Staff Responsible for Monitoring: Administration</p>	Formative			Summative
	Dec	Feb	Apr	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: Crosby Middle School will recruit, hire, develop, and retain highly qualified and effective personnel.

Performance Objective 2: New teachers will engage in monthly meetings with administration to discuss important topics and concepts to assist with transitioning into the teaching profession.





Evaluation Data Sources: New teachers will remain for more than three (3) years in the teaching profession.

Strategy 1 Details	Reviews			
Strategy 1: New teachers will work with a campus level mentor to assist them with content and campus procedures. Strategy's Expected Result/Impact: Appraisal and contract renewal of first year teachers. Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: New teachers will receive district level support through staff development activities pertinent to first year teachers once a month Strategy's Expected Result/Impact: Appraisal and contract renewal of first year teachers Staff Responsible for Monitoring: Assistant Superintendent of Instruction	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Crosby Middle School will recruit, hire, develop, and retain highly qualified and effective personnel.

Performance Objective 3: Crosby Middle School will provide resources that offer staff professional development opportunities designed to integrate multiple teaching techniques in a concerted effort, to engage all students according to their individual learning styles, to ensure they are exposed to subject content and offered multiple opportunities and ways to master the subject content.





Evaluation Data Sources: Staff members will participate in professional development and be provided the necessary materials to successfully deliver quality Tier 1 instruction.

Strategy 1 Details	Reviews			
Strategy 1: Identify teachers in need of resources to improve instruction. Strategy's Expected Result/Impact: Identified teachers will be able to deliver more rigorous instruction. Staff Responsible for Monitoring: Crosby Middle School Administrators, Curriculum Coordinators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Provide time for departments to meet to analyze data and plan instruction to address weak objectives. Strategy's Expected Result/Impact: Teachers will gain information on student performance and target instruction to address weak areas. Staff Responsible for Monitoring: Principal, Curriculum Coordinator, Department Chair, Teachers	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Require teachers and administrators who attend professional conferences to share knowledge with their department. Strategy's Expected Result/Impact: Teachers and administrators will benefit from shared practices. Staff Responsible for Monitoring: CMS Administrators, Department Chairs, Teachers	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Crosby Middle School aims to prioritize student-centered learning while valuing input from all stakeholders with high expectations.

Performance Objective 1: Various decision-making activities will allow stakeholders to impact programs that serve the students of Crosby Middle School.

Evaluation Data Sources: Stakeholder feedback and participation in groups that support the academic mission of Crosby Middle School.





Strategy 1 Details	Reviews			
<p>Strategy 1: Community and parental representatives can serve on decision-making committees at the campus level as outlined in the Campus Family Engagement Plan.</p> <p>Strategy's Expected Result/Impact: Empower parents and the community to be collaborative participants in campus initiatives.</p> <p>Staff Responsible for Monitoring: Campus Administrators</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Allow opportunity for input through interactive communication outlets, including social media sites, Q&A links, and surveys.</p> <p>Strategy's Expected Result/Impact: Enhance collaborative and responsive culture between internal and external stakeholders.</p> <p>Staff Responsible for Monitoring: Campus administrators / AV Teacher</p>	Formative			Summative
	Dec	Feb	Apr	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 5: Crosby Middle School will develop co-curricular programs that enhance students' educational experiences, academic achievement, and school/community pride.

Performance Objective 1: Crosby Middle School offers a variety of elective courses and extracurricular activities as an incentive to stimulate students' character development and continued interest in learning.

Evaluation Data Sources: Continue providing educational programs and extracurricular activities to enhance the educational experience throughout the school year, focusing on cultural diversity and students' character development, while fostering student pride in their campus and an increased desire to learn.





Strategy 1 Details	Reviews			
Strategy 1: Provide cultural and community awareness: Black History Month program, Cinco de Mayo program, Barrett Station Parade, and Crosby Fair & Rodeo Parade. Strategy's Expected Result/Impact: Students will appreciate cultural differences. Staff Responsible for Monitoring: Campus Administrators, Teachers, Sponsors	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Provide LOTC (Leadership Officer Training Corps) class to promote patriotism and service. Strategy's Expected Result/Impact: Students will learn good citizenship. Staff Responsible for Monitoring: Principal, Counselors, LOTC Instructor	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Promote extra-curricular academic achievement through the U.I.L. program. Strategy's Expected Result/Impact: Students and staff will appreciate additional academic commitments beyond the classroom. Staff Responsible for Monitoring: UIL Coordinator, Athletic Coaches, Sponsors	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Provide faculty mentors to At-Risk students. Strategy's Expected Result/Impact: Students will have an opportunity to receive guidance and support from an adult mentor. Staff Responsible for Monitoring: Campus Administrators, Counselors, Teachers	Formative			Summative
	Dec	Feb	Apr	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Provide dance classes and an opportunity to participate on the Star Steppers dance team.</p> <p>Strategy's Expected Result/Impact: Students will have an opportunity to practice dance skills as well as try out for the Star Steppers dance team.</p> <p>Staff Responsible for Monitoring: Star Stepper Sponsor/Coach</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Continue implementing Crosby Middle School Cougar Pride and PBIS through various activities.</p> <p>Strategy's Expected Result/Impact: Students will experience a sense of belonging to and acceptance by the school community; a growth in personal and social accomplishments; and will gain a stronger feeling of school pride.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Counselors, PBIS Committee, Staff Members</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Crosby Middle School will implement and maintain several new extracurricular programs such as Spanish Club and Garden Club, et. al.</p> <p>Strategy's Expected Result/Impact: Student participation in various school sponsored activities.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Teachers, Sponsors</p>	Formative			Summative
	Dec	Feb	Apr	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 5: Crosby Middle School will develop co-curricular programs that enhance students' educational experiences, academic achievement, and school/community pride.

Performance Objective 2: CMS will achieve a rating of Recognized or Exemplary in all areas evaluated under the Annual HB5 Local Evaluation Instrument.





Evaluation Data Sources: Each area of the Local Evaluation Rubric will be rated as Recognized or Exemplary.

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus administration will share the HB5 Annual Evaluation with campus sponsors and club leaders for the purpose of planning their yearly activities.</p> <p>Strategy's Expected Result/Impact: Students participate at the Recognized or Exemplary level in all areas evaluated under the Local Evaluation Rubric.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Counselors</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Crosby Middle School will foster family engagement and active community involvement through a welcoming and responsive culture.

Performance Objective 1: Crosby Middle School will build a strong working relationship with the Crosby Education Foundation through grant writing to meet the educational needs of students and teachers while promoting and participating in other CEF endeavors.





Evaluation Data Sources: Teachers will use tools funded by Crosby

Strategy 1 Details	Reviews			
Strategy 1: Administration will encourage the writing of grants from the Crosby Education Foundation. Strategy's Expected Result/Impact: Every year the amount of teachers involved with writing grants will grow. Staff Responsible for Monitoring: Administration	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Crosby Middle School will foster family engagement and active community involvement through a welcoming and responsive culture.

Performance Objective 2: Offer engaging family nights or school events (face-to-face or virtual) to encourage parental involvement.





Evaluation Data Sources: Sign-in sheets, parent surveys or comments, and observations of events. These methods allow us to measure the level of participation from parents, which is crucial to enhancing the educational experience of our students.

Strategy 1 Details	Reviews			
Strategy 1: Parents will participate in a Social Committee to plan the 8th grade dance/social. Strategy's Expected Result/Impact: Parental Involvement in campus activities and implementation of Parent Volunteer Organization Staff Responsible for Monitoring: 8th grade Assistant Principal and Lead Counselor	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Host Family Nights/Events for parents to be involved in student learning/recognition. Strategy's Expected Result/Impact: To increase parent involvement and engagement Staff Responsible for Monitoring: Principal, Assistant Principals, Counselors, Interventionists, Teachers	Formative			Summative
	Dec	Feb	Apr	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 6: Crosby Middle School will foster family engagement and active community involvement through a welcoming and responsive culture.

Performance Objective 3: Encourage and inform parents about upcoming events.





Evaluation Data Sources: Sign-in sheets, call records, emails, and School status.

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize technology, such as email, Remind, School Status, BlackBoard, callouts, marquee, and the school website to increase parent involvement.</p> <p>Strategy's Expected Result/Impact: An increase in parental and community involvement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Secretary, Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 6: Crosby Middle School will foster family engagement and active community involvement through a welcoming and responsive culture.

Performance Objective 4: Encourage our partners in education, stakeholders, and parent volunteers to provide feedback on our school program strengths and needs.





Evaluation Data Sources: Sign-in sheets, call records, emails, and School status.

Strategy 1 Details	Reviews			
Strategy 1: Send out a fall and spring survey to gather information about workshop opportunities based on parental needs. Strategy's Expected Result/Impact: An increase in parental and community involvement Staff Responsible for Monitoring: Principal, Assistant Principals, and Counselor	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Invite parents and community members to participate on campus/district committees (e.g. CPOC, DEIC, SHAC, Safety) Strategy's Expected Result/Impact: An increase in parental and community involvement Staff Responsible for Monitoring: Principal, Associate Principal, and Counselor	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Encourage feedback from parents and community stakeholders on our Campus Parent and Family Engagement Policy and Title 1 Parent Compact. Strategy's Expected Result/Impact: To improve the overall learning climate Staff Responsible for Monitoring: Principal, Associate Principal, and Counselor	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 7: Crosby Middle School will be a good steward of taxpayers' money and Monitor the use of Title funds.

Performance Objective 1: The budget will be reviewed annually to ensure expenditures are efficiently used and support the assessed needs of the campus and organizations.





Evaluation Data Sources: Feedback from business office and individual organizations.

Strategy 1 Details	Reviews			
<p>Strategy 1: The budget will be reviewed annually to ensure expenditures are efficiently used and support the assessed needs of the campus.</p> <p>Strategy's Expected Result/Impact: All priority needs both academic and operational are funded.</p> <p>Staff Responsible for Monitoring: Principal and Associate Principal</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 7: Crosby Middle School will be a good steward of taxpayers' money and Monitor the use of Title funds.

Performance Objective 2: The budgeting process will ensure efficiency in funding campus needs.





Evaluation Data Sources: Budget and expenses are approved by appropriate personnel as required.

Strategy 1 Details	Reviews			
<p>Strategy 1: The campus budget will be approved by the CMS Site Based Decision-Making Committee. Strategy's Expected Result/Impact: The balance of spending and revenue inflow will be maintained at a sustainable level. Staff Responsible for Monitoring: Superintendent, Chief Financial Officer, Principal</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Campus bookkeeper will review each purchase request to verify it is correct before submitting it for approval. Strategy's Expected Result/Impact: Campus spending correlates to allocations to campus needs. Staff Responsible for Monitoring: Campus Bookkeeper, Principal</p>	Formative			Summative
	Dec	Feb	Apr	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 7: Crosby Middle School will be a good steward of taxpayers' money and Monitor the use of Title funds.

Performance Objective 3: Requested budgets will include justification from sponsors, organizational leaders, and department chairs

Evaluation Data Sources: Justifications provided and thorough.





Strategy 1 Details	Reviews			
<p>Strategy 1: Develop a process to use in preparing each sponsor, leader, or department chair that explains what type of justification is expected.</p> <p>Strategy's Expected Result/Impact: Feedback from sponsors, leaders, department chair, and Business Office.</p> <p>Staff Responsible for Monitoring: Principal and Associate Principal</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 8: Crosby Middle School will provide an environment where learning is conducted safely, securely, and disciplined and adequately plan for future needs.

Performance Objective 1: Create and maintain a safe, secure, healthy campus environment that promotes student self-discipline, character, self-esteem, and school and community pride.

High Priority

Evaluation Data Sources: Guidance schedule, QR sign-in, reduction in discipline referrals, counselor log, compliance certificates, teacher lesson plans, and training.





Strategy 1 Details	Reviews			
Strategy 1: Provide student anti-bullying lessons, peer mediation, character education guidance lessons, character-strong activities & restorative circles. Strategy's Expected Result/Impact: To decrease bullying and peer conflict and to improve social skills. Staff Responsible for Monitoring: Counselor	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Meet with new students on campus to develop a positive, trusting relationship. Strategy's Expected Result/Impact: Boost student self-esteem and reduce possible anxiety. Staff Responsible for Monitoring: Counselor	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Provide teacher training on utilizing restorative circles in the classroom. Strategy's Expected Result/Impact: To assess student well-being and to assess student social, emotional, and/or behavioral concerns. Staff Responsible for Monitoring: Counselors	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Implement Restorative Practices strategies as a disciplinary intervention. Strategy's Expected Result/Impact: Reduction in the number of discipline referrals. Staff Responsible for Monitoring: Campus Administrators and counselors.	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 8: Crosby Middle School will provide an environment where learning is conducted safely, securely, and disciplined and adequately plan for future needs.

Performance Objective 2: Decrease discipline referrals by 10% by promoting safety, having Restorative Circles, and providing Character traits for students.

Evaluation Data Sources: Skyward discipline referrals and Restorative Circle observation.





Strategy 1 Details	Reviews			
<p>Strategy 1: Complete all safety drills at least twice yearly (e.g. Lockout, Lockdown, Shelter In Place, Fire Drill, Reverse Evacuation, Severe Weather).</p> <p>Strategy's Expected Result/Impact: These drills will be practiced to make staff and students aware of emergency protocols.</p> <p>Staff Responsible for Monitoring: Safety Administrator and Principal</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Meet with faculty and staff after each drill to debrief on effectiveness.</p> <p>Strategy's Expected Result/Impact: To better prepare and educate staff and students for emergencies and table talks with district personnel.</p> <p>Staff Responsible for Monitoring: Safety Administrator and Principal</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide professional development on the impact of trauma and behavioral/mental health.</p> <p>Strategy's Expected Result/Impact: To better prepare and educate staff on recognizing the signs of mental health and trauma.</p> <p>Staff Responsible for Monitoring: Principal, District Safety, and Counselors.</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Improve the safety and security of campus as evidenced by 100% correction rate of all discrepancies identified on safety security audit.</p> <p>Strategy's Expected Result/Impact: To create a safe and secure environment for learning.</p> <p>Staff Responsible for Monitoring: Safety Administrator, Staff, and Principal</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Establish a threat assessment and MERT teams on campus to discuss safety concerns and procedures.</p> <p>Strategy's Expected Result/Impact: To create a safe and secure environment for learning.</p> <p>Staff Responsible for Monitoring: Campus administrator, Teachers, Nurse, Counselors, Staff</p>	Formative			Summative
	Dec	Feb	Apr	June

 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Goal 9: Crosby Middle School will support and/or participate in litigation and/or legislative efforts that support a strong public education system.

Performance Objective 1: CMS will support board decisions and be current with state and local campaigns for appropriate funding and policies to benefit CISD.

Evaluation Data Sources: Legislation passed that supports the efforts of public school students, particularly in Crosby ISD.

Strategy 1 Details	Reviews			
Strategy 1: The principal will provide updates to staff members on local and state campaigns that can benefit or harm CMS.	Formative			Summative
	Dec	Feb	Apr	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>				