

Marble Falls Independent School District
Marble Falls Middle School
2020-2021 Goals/Performance Objectives/Strategies

Accountability Rating: Not Rated: Declared State of Disaster

Board Approval Date: November 16, 2020

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Goals

Goal 1: Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

Performance Objective 1: Marble Falls Middle School will increase the percentage of students meeting or exceeding progress as measured by TEA progress measure for STAAR Reading and Math.

Targeted or ESF High Priority

Evaluation Data Sources: Edify data, interim assessment data, student growth charts

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details

Strategy 1: MFMS will provide flexible RTI every three weeks.

Strategy's Expected Result/Impact: Increase in student scores.

Staff Responsible for Monitoring: Assistant Principal and Instructional Coach

Schoolwide and Targeted Assistance Title I Elements:

2.4, 2.5, 2.6

- **TEA Priorities:**

Improve low-performing schools

- **ESF Levers:**

Lever 4: High-Quality Curriculum

Strategy 2 Details

Strategy 2: MFMS will develop student cognitive growth charts.

Strategy's Expected Result/Impact: Teachers are able to identify student cognitive groups in order to push and maintain cognitive growth.

Staff Responsible for Monitoring: Classroom teacher

Schoolwide and Targeted Assistance Title I Elements:

2.4, 2.5, 2.6

- **TEA Priorities:**

Improve low-performing schools

- **ESF Levers:**

Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction

Goal 1: Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

Performance Objective 2: Marble Falls Middle School will increase the percentage of students reading on or above grade level in grades Pre-K-8.

Targeted or ESF High Priority

Evaluation Data Sources: ARC assessments, STAR-Renaissance data

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: MFMS will effectively implement Secondary Literacy Project for grades 6-8</p> <p>Strategy's Expected Result/Impact: Increased student reading levels.</p> <p>Staff Responsible for Monitoring: Assistant Principals and Instructional Coach</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.5, 2.6</p> <ul style="list-style-type: none">- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools- ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction
Strategy 2 Details
<p>Strategy 2: MFMS will implement ARC program for all student populations.</p> <p>Strategy's Expected Result/Impact: Increase student reading level</p> <p>Staff Responsible for Monitoring: ARC teacher</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.5, 2.6</p> <ul style="list-style-type: none">- TEA Priorities: Build a foundation of reading and math- ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction

Goal 1: Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

Performance Objective 3: Marble Falls Middle School will increase the performance level of all students on the 7th grade STAAR writing across the district.

Targeted or ESF High Priority

Evaluation Data Sources: Secondary Literacy Project scores, Interim assessments

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: MFMS will implement teacher training on Secondary Literacy Project and Heart of Texas Writing Project.</p> <p>Strategy's Expected Result/Impact: Teachers are more familiar and comfortable with the rubric for assessing students' writing for the Secondary Literacy Project - relevant feedback.</p> <p>Staff Responsible for Monitoring: Instructional Coach</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>

Goal 1: Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

Performance Objective 4: Marble Falls Middle School will increase the percentage of students scoring at the meets and masters level on STAAR across all grades and contents tested.

Targeted or ESF High Priority

Evaluation Data Sources: Interim assessment data, Student cognitive growth charts

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details

Strategy 1: MFMS leadership team will provide lesson plan feedback.

Strategy's Expected Result/Impact: Increase academic rigor through focused and intentional planning.

Staff Responsible for Monitoring: Principal and Assistant Principals

TEA Priorities:

Improve low-performing schools

- **ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum

Strategy 2 Details

Strategy 2: MFMS will conduct interim assessment data analysis to identify and increase meets and masters level students.

Strategy's Expected Result/Impact: Accurate interpretation of student data.

Staff Responsible for Monitoring: Teachers and Instructional Coach

TEA Priorities:

Improve low-performing schools

- **ESF Levers:**

Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction

Strategy 3 Details

Strategy 3: MFMS will utilize their instructional coach to support teachers in improving Tier 1 instruction in the classroom with a focus on mastery of skills in reading, writing, and mathematics by increasing alignment of the written, taught, and tested curriculum.

Strategy's Expected Result/Impact: Increased student performance

Staff Responsible for Monitoring: Principal

Goal 1: Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

Performance Objective 5: Marble Falls Middle School will increase the percentage of English Language Learners meeting or exceeding 1 year growth as measured by TELPAS.

Targeted or ESF High Priority

Evaluation Data Sources: ARC data, Secondary Literacy Project writing scores, Interim assessments

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: MFMS will provide sheltered instruction training for all staff.</p> <p>Strategy's Expected Result/Impact: Integration of effective ESL strategies into lesson plans and instructional strategies that positively impact EL student achievement.</p> <p>Staff Responsible for Monitoring: ELL Coordinator, Assistant Principals</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>
Strategy 2 Details
<p>Strategy 2: Sheltered instruction strategies integrated into MFMS lesson plans and walkthroughs.</p> <p>Strategy's Expected Result/Impact: Improved academic achievement for ELs.</p> <p>Staff Responsible for Monitoring: EL Coordinator, Assistant Principals</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Curriculum</p>

Goal 1: Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

Performance Objective 6: Marble Falls Middle School will increase the passing rate of special education students on STAAR in all tested areas.

Targeted or ESF High Priority

Evaluation Data Sources: Interim assessments, IEP goal tracker, Progress Reports

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: MFMS will provide Power of Inclusion training for all staff. Strategy's Expected Result/Impact: Effective instruction in inclusion classrooms. Staff Responsible for Monitoring: SPED Department Chair, Instructional Coach</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - Results Driven Accountability</p>
Strategy 2 Details
<p>Strategy 2: Professional Learning Communities will evaluate and monitor targeted students on their campus and make recommendations for additional services and supplies as necessary. Strategy's Expected Result/Impact: Additional student supports provided Staff Responsible for Monitoring: Principal</p> <p>Results Driven Accountability</p>
Strategy 3 Details
<p>Strategy 3: General education teachers will be trained on special education accommodations and instructional strategies. Strategy's Expected Result/Impact: Increased use of supports for students Staff Responsible for Monitoring: Principal, Instructional Coach</p> <p>Results Driven Accountability</p>

Goal 2: Marble Falls ISD will increase the leadership capacity of staff, students, and other stakeholders in pursuit of the District's Vision.

Performance Objective 1: Marble Falls Middle School will develop a comprehensive professional learning program to increase the instructional leadership skills of district and building administrators.

Targeted or ESF High Priority

Evaluation Data Sources: ILT, PLC, and Department Chair agendas, Walk-Through checklist and feedback

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details

Strategy 1: MFMS agendas will reflect a targeted focus on student achievement for the ILT meetings.

Strategy's Expected Result/Impact: ILT meetings focused on improving teacher instructional strategies and student academic achievement.

Staff Responsible for Monitoring: Principal

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction

Strategy 2 Details

Strategy 2: MFMS campus administrators will complete ten walkthroughs per week.

Strategy's Expected Result/Impact: Increased academic rigor, teachers are supported in the classroom, meaningful feedback to staff regarding instruction and instructional strategies

Staff Responsible for Monitoring: Principal and Assistant Principals

TEA Priorities:

Recruit, support, retain teachers and principals, Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction

Goal 2: Marble Falls ISD will increase the leadership capacity of staff, students, and other stakeholders in pursuit of the District's Vision.

Performance Objective 2: Marble Falls Middle School will develop a comprehensive professional learning program to build instructional and leadership capacity in teachers.

Targeted or ESF High Priority

Evaluation Data Sources: PLC agendas, department chair feedback, Clarify department chair roles and responsibilities

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: MFMS will develop a PLC agenda designed for easy annotation.</p> <p>Strategy's Expected Result/Impact: Focused PLCs that build teacher leadership capacity to positively impact student achievement</p> <p>Staff Responsible for Monitoring: Instructional Coach, Assistant Principals, Principals</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>
Strategy 2 Details
<p>Strategy 2: MFMS will provide department heads leadership development through book study and increased instructional responsibilities.</p> <p>Strategy's Expected Result/Impact: Improved instructional leadership strategies</p> <p>Staff Responsible for Monitoring: Ex. Dir of Secondary, Principal, Instructional Coach</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>

Goal 2: Marble Falls ISD will increase the leadership capacity of staff, students, and other stakeholders in pursuit of the District's Vision.

Performance Objective 3: Marble Falls Middle School will develop opportunities for student leaders to grow.

Targeted or ESF High Priority

Evaluation Data Sources: Teacher lesson plans, club meeting agendas and service project

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: MFMS will provide opportunities for student leaders to grow.</p> <p>Strategy's Expected Result/Impact: Increased student leadership skills that also improve campus culture.</p> <p>Staff Responsible for Monitoring: Student Leadership Teacher, Club Sponsors</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: MFMS will implement activities that increase and respond to student voice.</p> <p>Strategy's Expected Result/Impact: Increased student participation, implemented change based on student recommendations</p> <p>Staff Responsible for Monitoring: Principal</p>

Goal 3: Marble Falls ISD will foster a culture of trust by providing accurate, timely, and interactive communication to all stakeholders and by encouraging parents, students, and the community at-large to be involved in our schools.

Performance Objective 1: Marble Falls Middle School will increase methods of communication to share Marble Falls Middle School messages, invite feedback from all stakeholders in the community, and engage the community to become champions and advocates for student success and the future of the district.

Targeted or ESF High Priority

Evaluation Data Sources: Survey staff and parents to be sure school communication is being delivered and understood in a timely manner.

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: MFMS will begin use of "Smore" for a weekly newsletter.

Strategy's Expected Result/Impact: School news will be received by more stakeholders in the community.

Staff Responsible for Monitoring: Principal

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: MFMS will implement parent meetings with the principal prior to school events. Example: "Pizza with Principals"

Strategy's Expected Result/Impact: Develop positive rapport with parents and increase awareness of school events.

Staff Responsible for Monitoring: Principal

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Strategy 3 Details

Strategy 3: MFMS will develop activities that will result in an increase to the amount of participation for members of historically marginalized populations in MFISD programs, initiatives, and decision-making processes.

Strategy's Expected Result/Impact: Increased community satisfaction and participation across diverse groups

Staff Responsible for Monitoring: Principal

Strategy 4 Details

Strategy 4: MFMS will conduct an annual meeting to review and revise the written Parental and Family Engagement Plan. The plan is developed jointly with, agreed upon by, and distributed to, parents of participating students.

Strategy's Expected Result/Impact: Revised Parental and Family Engagement Plan, Parent Compacts, increased feedback

Staff Responsible for Monitoring: Principal

Goal 3: Marble Falls ISD will foster a culture of trust by providing accurate, timely, and interactive communication to all stakeholders and by encouraging parents, students, and the community at-large to be involved in our schools.

Performance Objective 2: Marble Falls Middle School will use various types of media, including social media, to communicate MFISD messages and engage parents to be active participants in their child's education.

Targeted or ESF High Priority

Evaluation Data Sources: Open communication with parents and school personnel.

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: MFMS will increase use of Facebook, Twitter and blackboard messages.

Strategy's Expected Result/Impact: All stakeholders become more aware of the school's events and activities.

Staff Responsible for Monitoring: Principal

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: MFMS will begin to use Facebook Live during parent meetings and support community outreach.

Strategy's Expected Result/Impact: Improve communication between middle school and community.

Staff Responsible for Monitoring: Principal

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Strategy 3 Details

Strategy 3: MFMS will continue to provide consistent, timely, and accurate communication to parents on individual student achievement data through a variety of methods such as but not limited to: student work samples, progress report updates, report cards, parent-teacher conferences, teacher phone calls, TEA assessment portals, MTSS meetings, Skyward Parent Access.

Strategy's Expected Result/Impact: Increased parent engagement

Staff Responsible for Monitoring: Principal

Goal 3: Marble Falls ISD will foster a culture of trust by providing accurate, timely, and interactive communication to all stakeholders and by encouraging parents, students, and the community at-large to be involved in our schools.

Performance Objective 3: Marble Falls Middle School will prepare students to effectively utilize digital resources, advocate for themselves, and communicate effectively with a variety of audiences.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: MFMS instructors will continue to use Google Classroom and Zoom.</p> <p>Strategy's Expected Result/Impact: Improved instruction and communication through the use of technology.</p> <p>Staff Responsible for Monitoring: Teachers, assistant principals, and principal.</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 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>

Goal 3: Marble Falls ISD will foster a culture of trust by providing accurate, timely, and interactive communication to all stakeholders and by encouraging parents, students, and the community at-large to be involved in our schools.

Performance Objective 4: Marble Falls Middle School will increase Pre-K and Title campus parent participation in programs and activities to promote and support home/school partnership.

Targeted or ESF High Priority

Evaluation Data Sources: Parent sign in sheet for Title One meetings

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: MFMS will provide community outreach events.</p> <p>Strategy's Expected Result/Impact: Increase community involvement and improve campus culture.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, and counselors</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: MFMS will begin use of translator earphone devices in the front office.</p> <p>Strategy's Expected Result/Impact: Improve communication and relax the anxiety that Spanish speaking parents feel in coming to the middle school.</p> <p>Staff Responsible for Monitoring: Front office personnel, principal</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>

Goal 4: Marble Falls ISD will provide a safe and healthy environment conducive to student learning.

Performance Objective 1: Marble Falls Middle School will provide training for all staff to ensure a safe, secure, and healthy environment that will ensure student learning.

Targeted or ESF High Priority

Evaluation Data Sources: Health and Safety State Audits

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: MFMS will continue to train students, faculty and staff on required safety drills.

Strategy's Expected Result/Impact: Faculty, staff and students will know how to execute the necessary drills for campus safety.

Staff Responsible for Monitoring: Principal and Safety Coordinator (Assistant Principal)

ESF Levers:

Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: MFMS will provide Stop the Bleed training for all faculty and staff.

Strategy's Expected Result/Impact: All faculty and staff to know how to deal with safety needs of stakeholders.

Staff Responsible for Monitoring: Principal and campus nurse.

TEA Priorities:

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers

Strategy 3 Details

Strategy 3: Staff members will be trained on the consistent implementation of the MFISD Board approved Code of Conduct, including Bullying Investigation and Reporting Process.

Strategy's Expected Result/Impact: 100% campus staff trained

Staff Responsible for Monitoring: Principal

Goal 4: Marble Falls ISD will provide a safe and healthy environment conducive to student learning.

Performance Objective 2: Marble Falls Middle School will provide opportunities for stakeholders to collaborate with Marble Falls Middle School to ensure a safe and healthy environment conducive to student learning.

Targeted or ESF High Priority

Evaluation Data Sources: Staff surveys

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: MFMS will include middle school student representation on the Middle School SHAC committee.</p> <p>Strategy's Expected Result/Impact: To allow students to have a voice in the safety concerns of their school.</p> <p>Staff Responsible for Monitoring: District Administration, Principal, Teacher (sponsor).</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>

Goal 4: Marble Falls ISD will provide a safe and healthy environment conducive to student learning.

Performance Objective 3: Marble Falls Middle School will provide a safe and healthy environment for all stakeholders at all Marble Falls Middle School facilities.

Targeted or ESF High Priority

Evaluation Data Sources: State Health audits, district audits, campus audits.

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: MFMS will have increased sanitary processes throughout the campus.

Strategy's Expected Result/Impact: Help maintain a healthy environment for faculty, staff, students and visitors on a daily basis and amid the COVID pandemic.

Staff Responsible for Monitoring: Principal, district and campus custodial staff.

ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: All MFMS stakeholders will be required to wear badges.

Strategy's Expected Result/Impact: Increase safety awareness on campus.

Staff Responsible for Monitoring: Principal, Assistant Principals, faculty and staff

TEA Priorities:

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture

Goal 4: Marble Falls ISD will provide a safe and healthy environment conducive to student learning.

Performance Objective 4: Marble Falls Middle School will provide social emotional learning opportunities that will reinforce a positive learning environment for all students.

Targeted or ESF High Priority

Evaluation Data Sources: Specific faculty and student surveys

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: MFMS will implement Second Steps curriculum to improve skills around CASEL competencies.

Strategy's Expected Result/Impact: To show a decrease in student behaviors.

Staff Responsible for Monitoring: Principal, Assistant Principals and SEL Counselor

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Strategy 2 Details

Strategy 2: MFMS will implement advisory notebooks for student goals and reflections.

Strategy's Expected Result/Impact: To help our students to become more responsible in their thinking processes and behavior.

Staff Responsible for Monitoring: Advisory teacher

TEA Priorities:

Connect high school to career and college

- ESF Levers:

Lever 3: Positive School Culture

Strategy 3 Details

Strategy 3: Campus counselors will identify students that are homeless and utilize district resources (T1 reservations and TEHCY funds), in coordination with the district homeless liaison, to provide emergency instructional supplies, hygiene products and clothing as needed.

Strategy's Expected Result/Impact: Increased attendance rate and connection to school. Fewer behavioral incidents

Staff Responsible for Monitoring: Counselors

Goal 4: Marble Falls ISD will provide a safe and healthy environment conducive to student learning.

Performance Objective 5: Marble Falls Middle School will increase the campus attendance rate.

Targeted or ESF High Priority

Evaluation Data Sources: Campus attendance reports

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: MFMS will implement positive recognition for students with good attendance. Strategy's Expected Result/Impact: To give students an incentive to come to school. Staff Responsible for Monitoring: Principal, attendance clerk.</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: MFMS staff will aggressively monitor the attendance rate and implement frequent calls to parents in regards to student attendance and participation in class. Strategy's Expected Result/Impact: Increased participation/attendance by remote learners. Increased attendance rate, increased collaboration with parent for student success, increased collaboration with nurse regarding sick students Staff Responsible for Monitoring: Principal</p>

Goal 4: Marble Falls ISD will provide a safe and healthy environment conducive to student learning.

Performance Objective 6: Marble Falls Middle School will increase behavioral interventions, positive behaviors and positive school culture, thus decreasing referrals and discipline incidents.

Targeted or ESF High Priority

Evaluation Data Sources: District and campus surveys

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details

Strategy 1: MFMS will utilize the digital positive behavior intervention support platform called HERO K-12.

Strategy's Expected Result/Impact: Help promote positive behavior choices within our student body.

Staff Responsible for Monitoring: Principal and Assistant Principal

TEA Priorities:

Recruit, support, retain teachers and principals, Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: MFMS will continue to do positive referrals for students with good choices.

Strategy's Expected Result/Impact: Help promote good behavior through rewards.

Staff Responsible for Monitoring: Assistant Principals and teachers.

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture

Strategy 3 Details

Strategy 3: MFMS will implement restorative practices in the classroom and through the discipline office.

Strategy's Expected Result/Impact: To help students be more responsible with their behaviors.

Staff Responsible for Monitoring: Assistant Principal and teachers.

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture

Strategy 4 Details

Strategy 4: MFMS will provide CHAMPS professional development to all staff members, develop school-wide expectations and observe CHAMPS practices in lesson plans and walkthrough observations.

Strategy's Expected Result/Impact: Increase in desired behaviors, decrease in discipline referrals.

Staff Responsible for Monitoring: Assistant Principals

Strategy 5 Details

Strategy 5: Campus behavior coaches and social emotional learning counselors will provide specialized behavior support, SEL training, and coaching of behavior strategies to support campuses with refining student behavior systems.

Strategy's Expected Result/Impact: Increase support of students and teachers

Staff Responsible for Monitoring: Principal

Strategy 6 Details

Strategy 6: MFMS will ensure that the discipline management program provides for prevention, intervention and education concerning unwanted physical and/or verbal aggression, sexual harassment, cyber-bullying, bullying harassment on campus, school grounds, and in school vehicles.

Strategy's Expected Result/Impact: Decrease in unwanted behaviors

Staff Responsible for Monitoring: Principal

Strategy 7 Details

Strategy 7: MFMS will adhere to the district's policy addressing sexual abuse, sex trafficking, and other maltreatment of children which includes methods for staff, student and parent awareness including prevention techniques and warning signs of victims, actions for the safety and counseling of the victims and CPS reporting by staff and administrators.

Strategy's Expected Result/Impact: Increased awareness

Staff Responsible for Monitoring: Principal

Strategy 8 Details

Strategy 8: MFMS will provide counseling and guidance services to support identified student needs regarding early mental health intervention, suicide prevention, conflict resolution, use of tobacco, and drug/violence prevention/intervention. The campus will integrate best practices on grief-informed and trauma-informed care. The campus will continue to train staff in Risk Assessments and the Student Safety Plan.

Strategy's Expected Result/Impact: Increased awareness of processes

Staff Responsible for Monitoring: Principal

Goal 5: Marble Falls ISD will recruit, hire, develop, and retain highly qualified and effective personnel.

Performance Objective 1:

Marble Falls Middle School will utilize all available resources, including colleges, universities, regional service centers, education-related professional organizations, job fairs, and alternative certification programs to recruit quality, diverse applicants pools.

Targeted or ESF High Priority

Evaluation Data Sources: Teacher retention rates

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: MFMS will participate in on-site and virtual job fairs.</p> <p>Strategy's Expected Result/Impact: To hire qualified teachers for each subject area.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>

Goal 5: Marble Falls ISD will recruit, hire, develop, and retain highly qualified and effective personnel.

Performance Objective 2: Marble Falls Middle School will provide Edify professional learning opportunities to staff.

Targeted or ESF High Priority

Evaluation Data Sources: Faculty and Staff inventory of completed professional development.

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: MFMS will offer Workshop Wednesday, EduHero, CHAMPS training, PBL training, all school department personnel will be given the opportunity to attend their subject area professional development conferences.</p> <p>Strategy's Expected Result/Impact: To help grow our teachers both academically and professionally.</p> <p>Staff Responsible for Monitoring: Principal and Instructional Coach</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>

Goal 5: Marble Falls ISD will recruit, hire, develop, and retain highly qualified and effective personnel.

Performance Objective 3: Marble Falls Middle School will retain highly qualified instructional staff.

Targeted or ESF High Priority

Evaluation Data Sources: Qualified applicants for current vacant positions.

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: MFMS will begin a recognition of Rookie Teacher of the Year.

Strategy's Expected Result/Impact: Show appreciation and support for our new teacher's so they will come back and not get discouraged.

Staff Responsible for Monitoring: Principal

TEA Priorities:

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: MFMS will recognize returning first year teachers.

Strategy's Expected Result/Impact: To show appreciation for the dedication and commitment of our first year teacher's as shown in their returning to our campus.

Staff Responsible for Monitoring: Principal.

TEA Priorities:

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture

Strategy 3 Details

Strategy 3: MFMS will ensure that required compliance trainings are completed by appropriate staff.

Strategy's Expected Result/Impact: 100% completion of all required trainings

Staff Responsible for Monitoring: Principal

Goal 5: Marble Falls ISD will recruit, hire, develop, and retain highly qualified and effective personnel.

Performance Objective 4: Marble Falls Middle School will provide social emotional supports for all district staff in order to model best practices and to recruit and retain highly effective personnel.

Targeted or ESF High Priority

Evaluation Data Sources: District and campus surveys to establish needs of faculty and staff.

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: MFMS will have a SEL counselor on staff for access by students and staff.

Strategy's Expected Result/Impact: To give more efficient social and emotional support to our faculty, staff and students.

Staff Responsible for Monitoring: Principal and SEL Counselor

TEA Priorities:

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: MFMS will implement Campus Culture Staff thank yous and appreciations

Strategy's Expected Result/Impact: Increase in positive culture

Staff Responsible for Monitoring: Principal

Strategy 3 Details

Strategy 3: MFMS will provide increased awareness of social emotional learning competencies and resources available to staff through the Employee Assistance Program (EAP) to support their personal well-being.

Strategy's Expected Result/Impact: Greater staff awareness of and accessing of employee assistance program

Staff Responsible for Monitoring: Principal

Goal 6: Marble Falls ISD will exercise fiscal responsibility to maintain financial strength and provide financial resources for education programs.

Performance Objective 1: Marble Falls Middle School will develop a budget that continues to focus on campus priorities.

Targeted or ESF High Priority

Evaluation Data Sources: Survey of staff to determine educational needs of the campus

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: MFMS leadership will align Middle School budget needs with TIP priorities and the comprehensive needs assessment before approval.</p> <p>Strategy's Expected Result/Impact: Budget approved by central office.</p> <p>Staff Responsible for Monitoring: Principal</p>

Goal 6: Marble Falls ISD will exercise fiscal responsibility to maintain financial strength and provide financial resources for education programs.

Performance Objective 2: Marble Falls Middle School will enhance fiscal transparency.

Targeted or ESF High Priority

Evaluation Data Sources: Open communication between all stakeholders including central office, staff, and community members.

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: MFMS will develop capacity with A-team regarding budget. Strategy's Expected Result/Impact: A-Team will approve campus funds. Staff Responsible for Monitoring: Principal</p>
Strategy 2 Details
<p>Strategy 2: Campus CEIC members will be trained on compliance procedures and provide input during the district and campus budgeting process. Strategy's Expected Result/Impact: Meet all TEC, TAC, and Title 1 Requirements Staff Responsible for Monitoring: Principal</p>