Marble Falls Independent School District Marble Falls Middle School 2022-2023 Goals/Performance Objectives/Strategies

Accountability Rating: C

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Goals

Goal 1: Marble Falls Middle School 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.

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

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue flexible RtI

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: Classroom teachers, instructional coach, admin

Strategy 2 Details

Strategy 2: MFMS will develop and utilize the Mustang Growth Tracker that compiles student assessment data throughout the year to promote student ownership and goal setting.

Strategy's Expected Result/Impact: Student ownership of academic goals and academic performance

Staff Responsible for Monitoring: Instructional coach, classroom teachers, admin

Performance Objective 2: Marble Falls Middle School will increase the percentage of students reading and writing on or above grade level in grades 6-8.

Evaluation Data Sources: MAPS screener for BOY, MOY, EOY, Edify Cycles 1-3 assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue an intentional focus of reading and writing strategies to improve academic performance.

Strategy 1 Details

Strategy 1: MFMS will effectively implement Secondary Literacy Project for grades 6-8.

Strategy's Expected Result/Impact: Increased student reading levels and writing proficiency.

Staff Responsible for Monitoring: Assistant Principals and Instructional Coach

Strategy 2 Details

Strategy 2: MFMS will implement ARC program for all student populations.

Strategy's Expected Result/Impact: Increase student reading level

Staff Responsible for Monitoring: ARC teacher

Performance Objective 3: Marble Falls Middle School will increase the performance level of all students on STAAR in mathematics across the district.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Utilize the strategies discussed in VIT and with Lucio Consulting to continue to improve math scores.

Strategy 1 Details

Strategy 1: Make specific, relevant summer PD available for math teachers, CAMT Math Conference.

Strategy's Expected Result/Impact: Student growth in math Edify assessments leading to STAAR performance

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.

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

Strategy 1 Details

Strategy 1: MFMS leadership team will provide lesson plan feedback through discussion, walk-throughs, and follow-up with the teacher.

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

Staff Responsible for Monitoring: Principal and Assistant Principals

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

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

Performance Objective 5: Marble Falls Middle School will increase the percentage of English Learners (ELs) meeting or exceeding at least 1 categorical gain as measured through TELPAS.

Evaluation Data Sources: TELPAS

Strategy 1 Details

Strategy 1: MFISD will provide sheltered instruction training for new staff.

Strategy's Expected Result/Impact: Integration of effective ESL strategies into lesson plans and instructional strategies that positively impact EL student achievement. **Staff Responsible for Monitoring:** ELL Coordinator, Assistant Principals

Strategy 2 Details

Strategy 2: Sheltered instruction strategies integrated into MFMS lesson plans and walkthroughs, with a follow-up discussion with teachers.

Strategy's Expected Result/Impact: Improved academic achievement for ELs.

Staff Responsible for Monitoring: EL Coordinator, Assistant Principals

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

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

Strategy 1 Details

Strategy 1: 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

Strategy 2 Details

Strategy 2: General education teachers will be trained on special education accommodations and instructional strategies and district walk-through data will reflect the use of accommodations. Yearlong PLC trainings will provide some SPED accommodations and modifications.

Strategy's Expected Result/Impact: Increased use of supports for students

Staff Responsible for Monitoring: Principal, Instructional Coach

Goal 1: Marble Falls Middle School will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards. Performance Objective 7: MFISD will narrow the achievement gap between racial/ethnic, socioeconomic, and at-risk student groups.

Performance Objective 8: MFISD will increase high school graduation and completion rates by focusing efforts to reduce the dropout rate by continuing with ongoing dropout prevention, intervention and recovery program protocols, and the use of alternate online-based learning environments and mentoring.

Goal 2: Marble Falls Middle School 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.

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

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

Strategy 2 Details

Strategy 2: MFMS campus administrators will complete walkthroughs based on the teacher's designated tier.

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

Goal 2: Marble Falls Middle School 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.

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

Strategy 1 Details

Strategy 1: MFMS will develop a PLC agenda designed for easy annotation.

Strategy's Expected Result/Impact: Focused PLCs that build teacher leadership capacity to positively impact student achievement.

Staff Responsible for Monitoring: Instructional Coach, Assistant Principals, Principal

Goal 2: Marble Falls Middle School 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.

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

Strategy 1 Details

Strategy 1: MFMS will provide opportunities for student leaders to grow by serving on campus committees.

Strategy's Expected Result/Impact: Increased student leadership skills that also improve campus culture

Staff Responsible for Monitoring: Student Leadership Teacher, Club Sponsors

Strategy 2 Details

Strategy 2: MFMS will implement activities that increase and respond to student voice such as a principal's advisory committee.

Strategy's Expected Result/Impact: Increased student participation, implemented change based on student recommendations.

Performance Objective 1: MFMS will increase 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.

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

Strategy 1 Details

Strategy 1: MFMS will continue use of "Smore" for a weekly newsletter to foster parent engagement and build parent capacity.

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

Staff Responsible for Monitoring: Principal

Strategy 2 Details

Strategy 2: MFMS will facilitate Meet the Teacher at the beginning of the school year.

Strategy's Expected Result/Impact: Develop positive rapport with parents

Staff Responsible for Monitoring: Principal

Strategy 3 Details

Strategy 3: MFMS will develop activities (E.g. One Book, One School) 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

Performance Objective 2: MFMS 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.

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

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.

Strategy 2 Details

Strategy 2: 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

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.

Strategy 1 Details

Strategy 1: MFMS instructors will continue to use Google Classroom.

Staff Responsible for Monitoring: Teachers, assistant principals, and principal.

Strategy's Expected Result/Impact: Improved instruction and communication through the use of technology.

Staff Responsible for Monitoring: Teachers, assistant principals, and principal.

Performance Objective 4: Marble Falls Middle School will increase Pre-K and Title 1 campus parent participation in programs and activities to promote and support home/school partnership.

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

Strategy 1 Details

Strategy 1: MFMS will provide community outreach events.

Strategy's Expected Result/Impact: Increase community involvement and improve campus culture.

Staff Responsible for Monitoring: Principal, Assistant Principal, and counselors

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.

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)

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.

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

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

Evaluation Data Sources: Staff Surveys

Strategy 1 Details

Strategy 1: MFMS will include middle school student representation on the Middle School SHAC committee.

Strategy's Expected Result/Impact: To allow students to have a voice in the safety concerns of their school.

Staff Responsible for Monitoring: District Administration, Principal, Teacher (sponsor).

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

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

Strategy 1 Details

Strategy 1: 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

Strategy 2 Details

Strategy 2: Continue to harden the buildings, improve district safety operations, and increase officer presence to ensure a safe and secure environment.

Strategy's Expected Result/Impact: Decreased safety issues. Increased awareness of safety.

Staff Responsible for Monitoring: Principal & Director of Special Programs

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

Strategy 1 Details

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

Strategy's Expected Result/Impact: To show a decrease in undesired student behaviors, and to increase desired student behaviors.

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

Strategy 2 Details

Strategy 2: MFMS will implement and monitor the use of 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

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

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 Princicipals

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

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. Each student will discuss Student Code of Conduct and take mandatory quiz in order to show understanding of campus/district policy.

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

Performance Objective 5: Marble Falls Middle School will improve the district attendance rate.

Evaluation Data Sources: Campus attendance reports

Strategy 1 Details

Strategy 1: 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

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

Evaluation Data Sources: District and campus surveys

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

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.

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.

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.

Evaluation Data Sources: Teacher retention rates

Strategy 1 Details

Strategy 1: MFMS will participate in on-site and virtual job fairs.

Strategy's Expected Result/Impact: To hire qualified teachers for each subject area.

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

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

Strategy 1 Details

Strategy 1: MFMS will offer Professional Development during PLC time, EduHero, CHAMPS training, PBL training, all school department personnel will be given the opportunity to attend their subject area professional development conferences.

Strategy's Expected Result/Impact: To help grow our teachers both academically and professionally.

Staff Responsible for Monitoring: Principal and Instructional Coach

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

Evaluation Data Sources: Qualified applicants for current vacant positions.

Strategy 1 Details

Strategy 1: MFMS will continue 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

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

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

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.

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

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

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

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.

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

Strategy 1 Details

Strategy 1: MFMS leadership will align Middle School budget needs with TIP priorities and the comprehensive needs assessment before approval.

Strategy's Expected Result/Impact: Budget approved by central office.

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.

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

Strategy 1 Details

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

Strategy 2 Details

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