

Eagle Mountain-Saginaw Independent School District

Highland Middle School

2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

The mission of Highland Middle School is to enhance and promote a lifelong love for learning in a climate that fosters trust, acceptance, and success while preparing every student for the challenges of tomorrow.

Vision

It is Highland Middle School's vision to support excellence in teaching and learning so that our students may be empowered to achieve their dreams for their future.

Core Beliefs

At Highland Middle School, we believe it is our responsibility to...

Provide a welcoming, safe classroom environment where learning can be nurtured

Promote positive behaviors and attitudes by modeling respect, support, and integrity

Collaborate with peers in order to ensure we are providing opportunities for student learning at the highest levels

Communicate effectively with parents and guardians and to invite their support in their child's academic progress

Commit to our dedication to learn and grow as professionals in order to continually improve our teaching practices

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Goal 3: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT: We will provide safe and structured environments for students, staff, and community based on systemic processes and procedures that are clearly communicated, monitored, and evaluated. 33

Goals

Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 1: HB 1416 required accelerated instruction will be provided to all students who failed to meet "approaches grade level" on a STAAR exam in 2022-2023 school year.

Evaluation Data Sources: STAAR data, HB1416 reporting program





| Strategy 1 Details | Reviews | | | |
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| Strategy 1: HMS will utilize a data based system to record and log student Accelerated Instruction hours. Strategy's Expected Result/Impact: Students will practice Math, Reading , and Science skills to improve STAAR performance. Staff Responsible for Monitoring: MTSS Interventionist, Campus Admin, Math, Reading, Science Department leads | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Students that continue to demonstrate a lack of progress will be monitored by the Campus Care team and recommended for further assessment when targeted interventions do not impact progress positively. Strategy's Expected Result/Impact: Students may have unidentified learning disabilities and the Campus Care Team's role is to identify students that have a suspected disability. Staff Responsible for Monitoring: Campus Care Team comprised of Administrators, Counselors, Interventionists, and Diagnostician | Formative | | | Summative |
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Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 2: 75% of HMS 8th grade students will reach the "approaches grade level" on the Social Studies STAAR exam.

Evaluation Data Sources: STAAR data, DCA data, teacher created tests, student data trackers.

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: HMS teachers will implement the Fundamental 5 strategy of small-group purposeful talk by including AVID strategies a minimum of twice per six-weeks. | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Every core class will have a student goals and student data tracking system in place. Strategy's Expected Result/Impact: Students will be keenly aware of their academic goal and their progress toward that goal. Staff Responsible for Monitoring: Teaching staff / Admin | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| Strategy 3: Teachers will utilize Sheltered Instruction and implement all ELPS, supporting not only EB students but all fragile learners. Strategy's Expected Result/Impact: The high number of EB students and fragile learners on campus will be better supported and learn at a greater level. Staff Responsible for Monitoring: Campus Admin, Robin Prevallet (ESL teacher) | Formative | | | Summative |
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| Strategy 4 Details | Reviews | | | |
| Strategy 4: Create a vertically aligned curriculum throughout 6th, 7th, and 8th grades. Strategy's Expected Result/Impact: The social studies teachers will build on students knowledge of social studies skills, including sequencing, categorizing, identifying cause-and-effect relationships, comparing, contrasting, finding the main idea, summarizing, making generalizations and predictions, and drawing inferences and conclusions. Staff Responsible for Monitoring: Social Studies Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 5 Details | Reviews | | | |
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| Strategy 5: All assessments must include the various types of special STAAR-based questions; at least 10% in 6th grade, 15% in 7th grade, and 25% for 8th grade. Strategy's Expected Result/Impact: Students will be more aware and immersed in the special STAAR-type questions which will allow them to be more comfortable in taking the STAAR exam. Staff Responsible for Monitoring: Social Studies Department Lead and Teaching Staff Supported by District Curriculum Coordinator | Formative | | | Summative |
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| Strategy 6 Details | Reviews | | | |
| Strategy 6: Every core class will have a student goals and student data tracking system in place. Strategy's Expected Result/Impact: Students will be keenly aware of their academic goal and their progress toward that goal. Staff Responsible for Monitoring: Teaching staff / Admin | Formative | | | Summative |
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| Strategy 7 Details | Reviews | | | |
| Strategy 7: Teachers will utilize Sheltered Instruction and implement all ELPS, supporting not only EB students but all fragile learners. Strategy's Expected Result/Impact: The high number of EB students and fragile learners on campus will be better supported and learn at a greater level. Staff Responsible for Monitoring: Campus Admin, Robin Prevallet (ESL teacher) | Formative | | | Summative |
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Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 3: 74% of HMS 8th grade students will reach the "approaches grade level" on the Science STAAR exam.

34% of HMS 8th grade students will reach the "meets grade level" on the Science STAAR exam.

13% of HMS 8th grade students will reach the "masters grade level" on the Science STAAR exam.





Evaluation Data Sources: STAAR data, DCA data, common assessments, student data trackers.

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: 8th grade Science students will incorporate content vocabulary in their communication verbal and written in class. Staff Responsible for Monitoring: Campus Admin, Science Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Every core class will have a student goals and student data tracking system in place. This will be done for every unit and culminate with their DCA result. Strategy's Expected Result/Impact: Students will be aware of their academic goal and their progress toward that goal. Staff Responsible for Monitoring: Campus Admin, Science Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| Strategy 3: Content questions will be spiraled throughout the year beginning with 6th and 7th grade standards. Students will be exposed to STAAR released questions for 6th, 7th and 8th grade material through daily warm-up questions and teacher created tests. Strategy's Expected Result/Impact: The Science STAAR is cumulative over 3 years of 6-8th grade curriculum making the spiraling necessary to expose students to curriculum review. Staff Responsible for Monitoring: Campus Admin, Science Department Lead and Teaching Staff | Formative | | | Summative |
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Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 4: 75% of 6th and 7th grade students will be proficient in 70% of grade level appropriate vocabulary.

Evaluation Data Sources: Biweekly formative assessments in class.





| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: HMS 6/7th grade teachers will implement the use of Instructional science notebooks to provide students with constant access to vocabulary being covered in class. Teachers will require students to include terms, definitions, and illustrations of vocabulary terms in their ISNs to reference when communicating about science (spoken/written). Strategy's Expected Result/Impact: Improved vocabulary scores should enhance student performance on grades, DCAs, and STAAR scores. Staff Responsible for Monitoring: Campus Admin, Science Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: HMS 6/7th grade teachers will use activities, games, and visual aides related to vocabulary and concepts related to the topics being covered in class. Strategy's Expected Result/Impact: Improved vocabulary scores should enhance student performance on grades, DCAs, and STAAR scores. Staff Responsible for Monitoring: Campus Admin, Science Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| Strategy 3: All students will be regularly assessed on vocabulary knowledge that spiral throughout the year. Strategy's Expected Result/Impact: Improved vocabulary scores should enhance student performance on grades, DCAs, and STAAR scores. Staff Responsible for Monitoring: Campus Admin, Science Department Lead and Teaching Staff | Formative | | | Summative |
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Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 5: 100% of HMS students will reach the "approaches grade level" on the Algebra EOC exam.

Evaluation Data Sources: STAAR data, DCA data, teacher created tests, student data trackers.

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: HMS teachers will implement the Fundamental 5 with fidelity. Every class will have posted lesson frames in the F5 format. | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Every core class will have a student goals and student data tracking system in place. Strategy's Expected Result/Impact: Students will be keenly aware of their academic goal and their progress toward that goal. Staff Responsible for Monitoring: Teaching staff / Admin | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| Strategy 3: Teachers will utilize Sheltered Instruction and implement all ELPS, supporting not only EB students but all fragile learners. Strategy's Expected Result/Impact: The high number of EB students and fragile learners on campus will be better supported and learn at a greater level. Staff Responsible for Monitoring: Campus Admin, Robin Prevallet (ESL teacher) | Formative | | | Summative |
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| Strategy 4 Details | Reviews | | | |
| Strategy 4: HMS Algebra 1 Teacher will use the SAVVAS Pearson program for reteaching opportunities. Strategy's Expected Result/Impact: SAVVAS Perason strategies are research based and have proven impact on student performance when implemented appropriately. Staff Responsible for Monitoring: Campus Admin, Reading Deptarment Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 5 Details | Reviews | | | |
| Strategy 5: HMS Math teachers will create spiraled assignments based on student data. Strategy's Expected Result/Impact: Spiraled assignments will provide ongoing content review in preparation for Unit, District, and STAAR assessments. Staff Responsible for Monitoring: Campus Admin, Math Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 6 Details | Reviews | | | |
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| Strategy 6: HMS Math Teachers will provide tutorials Tuesday through Thursday mornings in "Math Lab". Strategy's Expected Result/Impact: Students assigned tutorials based on performance will have an opportunity for small group instruction with a math teacher. Staff Responsible for Monitoring: Campus Admin, Math Department Lead and Teaching Staff | Formative | | | Summative |
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Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 6: 80% of HMS 8th grade students will reach the "approaches grade level" on the Math STAAR exam.

Evaluation Data Sources: STAAR data, DCA data, teacher created tests, student data trackers.

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: HMS Math teachers will create spiraled assignments based on student data. Strategy's Expected Result/Impact: Spiraled assignments will provide ongoing content review in preparation for Unit, District, and STAAR assessments. Staff Responsible for Monitoring: Campus Admin, Math Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: HMS Math Interventionist will provide tutorials Tuesday through Thursday mornings in "Math Lab". Strategy's Expected Result/Impact: Students assigned tutorials based on performance will have an opportunity for small group instruction with a math teacher. Staff Responsible for Monitoring: Campus Admin, Math Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| Strategy 3: HMS Math Teachers will utilize AVID strategies with a focus on Cornell note-taking. Strategy's Expected Result/Impact: AVID strategies are research based and have proven impact on student performance when implemented appropriately. Staff Responsible for Monitoring: Campus Admin, Math Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 4 Details | Reviews | | | |
| Strategy 4: HMS Math Teachers will focus on vocabulary acquisition through the use of word walls. Strategy's Expected Result/Impact: Improved vocabulary scores should enhance student performance on grades, DCAs, and STAAR scores. Staff Responsible for Monitoring: Campus Admin, Math Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 5 Details | Reviews | | | |
| Strategy 5: Every core class will have a student goals and student data tracking system in place. Strategy's Expected Result/Impact: Students will be keenly aware of their academic goal and their progress toward that goal. Staff Responsible for Monitoring: Campus Admin, Math Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 6 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 6: Teachers will utilize Sheltered Instruction and implement all ELPS, supporting not only EB students but all fragile learners. Strategy's Expected Result/Impact: The high number of EB students and fragile learners on campus will be better supported and learn at a greater level. Staff Responsible for Monitoring: Campus Admin, Robin Prevallet (ESL teacher) | Formative | | | Summative |
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Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 7: 60% of HMS 7th grade students will reach the "approaches grade level" on the 7th grade Math STAAR exam.

Evaluation Data Sources: STAAR data, DCA data, teacher created tests, student data trackers.

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: HMS Math Teachers will create spiraled assignments based on student data. Strategy's Expected Result/Impact: Spiraled assignments will provide ongoing content review in preparation for Unit, District, and STAAR assessments. Staff Responsible for Monitoring: Campus Admin, Math Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: HMS Math Teachers will will utilize the MTSS instructor/Math Coach to enhance lesson planning and student learning. Strategy's Expected Result/Impact: Guidance from the experienced teacher will support new 7th grade team with planning and instruction. Staff Responsible for Monitoring: Campus Admin, Math Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| Strategy 3: HMS Math Interventionist will provide tutorials Tuesday through Thursday mornings in "Math Lab". Strategy's Expected Result/Impact: Students assigned tutorials based on performance will have an opportunity for small group instruction with a math teacher. Staff Responsible for Monitoring: Campus Admin, Math Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 4 Details | Reviews | | | |
| Strategy 4: Every core class will have a student goals and student data tracking system in place. Strategy's Expected Result/Impact: Students will be keenly aware of their academic goal and their progress toward that goal. Staff Responsible for Monitoring: Teaching staff / Admin | Formative | | | Summative |
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| Strategy 5 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 5: Teachers will utilize Sheltered Instruction and implement all ELPS, supporting not only EB students but all fragile learners. Strategy's Expected Result/Impact: The high number of EB students and fragile learners on campus will be better supported and learn at a greater level. Staff Responsible for Monitoring: Campus Admin, Robin Prevallet (ESL teacher) | Formative | | | Summative |
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Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 8: 75% of HMS 6th grade students will reach the "approaches grade level" on the 6th grade Math STAAR exam.

Evaluation Data Sources: STAAR data, DCA data, teacher created tests, student data trackers.

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: HMS teachers will create spiraled assignments based on student data. Strategy's Expected Result/Impact: Spiraled assignments will provide ongoing content review in preparation for Unit, District, and STAAR assessments. Staff Responsible for Monitoring: Campus Admin, Math Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Every core class will have a student goals and student data tracking system in place. Strategy's Expected Result/Impact: Students will be keenly aware of their academic goal and their progress toward that goal. Staff Responsible for Monitoring: Campus Admin, Math Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| Strategy 3: Teachers will utilize Sheltered Instruction and implement all ELPS, supporting not only EB students but all fragile learners. Strategy's Expected Result/Impact: The high number of EB students and fragile learners on campus will be better supported and learn at a greater level. Staff Responsible for Monitoring: Campus Admin, Robin Prevallet (ESL teacher) | Formative | | | Summative |
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| Strategy 4 Details | Reviews | | | |
| Strategy 4: HMS Math Interventionist will provide tutorials Tuesday through Thursday mornings in "Math Lab". Strategy's Expected Result/Impact: Students assigned tutorials based on performance will have an opportunity for small group instruction with a math teacher. Staff Responsible for Monitoring: Campus Admin, Math Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 5 Details | | Reviews | | | |
|---|--|-----------|-----|-----|-----------|
| Strategy 5: HMS Math Teachers will focus on vocabulary acquisition through the use of word walls. Strategy's Expected Result/Impact: Improved vocabulary scores should enhance student performance on grades, DCAs, and STAAR scores. Staff Responsible for Monitoring: Campus Admin, Math Department Lead and Teaching Staff | | Formative | | | Summative |
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Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.





Performance Objective 9: 80% of HMS 8th grade students will reach the "approaches grade level" on the Reading STAAR exam.

57% of HMS 8th grade students will reach the "meets grade level" on the Reading STAAR exam.

38% of HMS 8th grade students will reach the "masters grade level" on the Reading STAAR exam.

Evaluation Data Sources: STAAR data, DCA data, teacher created tests, student data trackers.

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: HMS teachers will implement the Fundamental 5 with fidelity. Every class will have posted lesson frames in the F5 format. | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Every core class will have a student goals and student data tracking system in place. HMS Reading Teachers will student data to determine additional interventions. Strategy's Expected Result/Impact: Students will be aware of their academic goal and their progress toward that goal. Staff Responsible for Monitoring: Campus Admin, Reading Department Lead and Teaching Staff | Formative | | | Summative |
| | Dec | Feb | Mar | June |
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| Strategy 3 Details | Reviews | | | |
| Strategy 3: Teachers will utilize Sheltered Instruction and implement all ELPS, supporting not only EB students but all fragile learners. Strategy's Expected Result/Impact: The high number of EB students and fragile learners on campus will be better supported and learn at a greater level. Staff Responsible for Monitoring: Campus Admin, Robin Prevallet (ESL teacher) | Formative | | | Summative |
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| Strategy 4 Details | Reviews | | | |
| Strategy 4: We will utilize Short Response strategies while collaborating within and across the grade levels and departments. Strategy's Expected Result/Impact: Students will familiarize themselves with writing Short Constructed Response across contents in preparation for the new style of question on the ELAR STAAR Staff Responsible for Monitoring: Campus Admin, Reading Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 5 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 5: HMS Reading Teachers will use Lead Forward and other high-yield strategies from department curriculum, integrating and reinforcing academic language and common sentence stems in unit lessons. Strategy's Expected Result/Impact: Increased accountability and performance for students using an aligned approach to collaborate, understand, implement, and review curriculum and best practices. Staff Responsible for Monitoring: Campus Admin, Reading Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 6 Details | Reviews | | | |
| Strategy 6: HMS 8th Reading Teachers will implement STAAR Tutoring after school for grade 8 based on data and small groups. Strategy's Expected Result/Impact: Students assigned tutorials based on performance will have an opportunity for small group instruction with a math teacher. Staff Responsible for Monitoring: Campus Admin, Reading Department Lead and Teaching Staff | Formative | | | Summative |
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Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 10: 75% of HMS 7th grade students will reach the "approaches grade level" on the Reading STAAR exam.
 42% of HMS 7th grade students will reach the "meets grade level" on the Reading STAAR exam.
 24% of HMS 7th grade students will reach the "masters grade level" on the Reading STAAR exam.

Evaluation Data Sources: STAAR data, DCA data, teacher created tests, student data trackers.

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: HMS teachers will implement the Fundamental 5 with fidelity. Every class will have posted lesson frames in the F5 format. | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Every core class will have a student goals and student data tracking system in place. Strategy's Expected Result/Impact: Students will be keenly aware of their academic goal and their progress toward that goal. Staff Responsible for Monitoring: Teaching staff / Admin | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| Strategy 3: Teachers will utilize Sheltered Instruction and implement all ELPS, supporting not only EB students but all fragile learners. Strategy's Expected Result/Impact: The high number of EB students and fragile learners on campus will be better supported and learn at a greater level. Staff Responsible for Monitoring: Campus Admin, Robin Prevallet (ESL teacher) | Formative | | | Summative |
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| Strategy 4 Details | Reviews | | | |
| Strategy 4: HMS Reading Teachers will utilize Short Response strategies while collaborating within and across the grade levels and departments. Strategy's Expected Result/Impact: Students will familiarize themselves with writing Short Constructed Response across contents in preparation for the new style of question on the ELAR STAAR Staff Responsible for Monitoring: Campus Admin, Reading Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 5 Details | | Reviews | | | |
|---|--|-----------|-----|-----|-----------|
| Strategy 5: HMS Reading Teachers will use Lead Forward and other high-yield strategies from department curriculum, integrating and reinforcing academic language and common sentence stems in unit lessons. Strategy's Expected Result/Impact: Increased accountability and performance for students using an aligned approach to collaborate, understand, implement, and review curriculum and best practices. Staff Responsible for Monitoring: Campus Admin, Reading Department Lead and Teaching Staff | | Formative | | | Summative |
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Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 11: 75% of HMS 6th grade students will reach the "approaches grade level" on the 6th grade Reading STAAR exam.
 38% of HMS 6th grade students will reach the "meets grade level" on the Reading STAAR exam.
 22% of HMS 6th grade students will reach the "masters grade level" on the Reading STAAR exam.

Evaluation Data Sources: STAAR data, DCA data, teacher created tests, student data trackers.





| Strategy 1 Details | Reviews | | | |
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| Strategy 1: HMS teachers will implement the Fundamental 5 with fidelity. Every class will have posted lesson frames in the F5 format. | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Every core class will have a student goals and student data tracking system in place. Strategy's Expected Result/Impact: Students will be keenly aware of their academic goal and their progress toward that goal. Staff Responsible for Monitoring: Teaching staff / Admin | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| Strategy 3: Teachers will utilize Sheltered Instruction and implement all ELPS, supporting not only EB students but all fragile learners. Strategy's Expected Result/Impact: The high number of EB students and fragile learners on campus will be better supported and learn at a greater level. Staff Responsible for Monitoring: Campus Admin, Robin Prevallet (ESL teacher) | Formative | | | Summative |
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| Strategy 4 Details | Reviews | | | |
| Strategy 4: HMS Reading Teachers will utilize Short Response strategies while collaborating within and across the grade levels and departments. Strategy's Expected Result/Impact: Students will familiarize themselves with writing Short Constructed Response across contents in preparation for the new style of question on the ELAR STAAR Staff Responsible for Monitoring: Campus Admin, Reading Department Lead and Teaching Staff | Formative | | | Summative |
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| Strategy 5 Details | | Reviews | | | |
|---|--|-----------|-----|-----|-----------|
| Strategy 5: HMS Reading Teachers will use Lead Forward and other high-yield strategies from department curriculum, integrating and reinforcing academic language and common sentence stems in unit lessons. Strategy's Expected Result/Impact: Increased accountability and performance for students using an aligned approach to collaborate, understand, implement, and review curriculum and best practices. Staff Responsible for Monitoring: Campus Admin, Reading Department Lead and Teaching Staff | | Formative | | | Summative |
| | | Dec | Feb | Mar | June |
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| <div> <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> </div> | | | | | |

Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 12: 100% of HMS departments will implement WICOR activities in their classrooms and will provide samples for AVID documentation.





Evaluation Data Sources: Site Team OneDrive, AVID program participation data

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: The AVID Site-Team will provide Professional Development each campus PD day - specifically focused on WICOR strategies. Strategy's Expected Result/Impact: Staff incentives will be provided for teachers who utilize WICOR within their classes, and submit proof for our campus CCI documentation. Staff Responsible for Monitoring: AVID Site Team | Formative | | | Summative |
| | Dec | Feb | Mar | June |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: AVID Site-Team will monitor campus progress as they place the WICOR badges on teacher's doors. Strategy's Expected Result/Impact: Site-Team will be more involved in process this year, and will spread excitement/value for WICOR strategies campus wide. Staff Responsible for Monitoring: AVID Site Team | Formative | | | Summative |
| | Dec | Feb | Mar | June |
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| Strategy 3 Details | Reviews | | | |
| Strategy 3: At our AVID Site Team meetings, each six-weeks, we will analyze data to determine campus needs to identify professional development next steps. Strategy's Expected Result/Impact: Deeper understanding of WICOR campus wide. Staff Responsible for Monitoring: AVID Site Team | Formative | | | Summative |
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| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> | | | | |

Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 13: Highland Middle School EB students will increase the number of students progressing at least one level of TELPAS speaking proficiency by 5% in the 2023-24 school year.

Evaluation Data Sources: TELPAS Speaking Domain

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: EB Students will participate in practice activities for TELPAS Speaking in ESOL 1-2 classes. Strategy's Expected Result/Impact: Students will improve TELPAS Speaking rating as they have more familiarity with the Speaking test. Staff Responsible for Monitoring: Campus Admin and ESOL Teacher | Formative | | | Summative |
| | Dec | Feb | Mar | June |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: EB Students not enrolled in ESOL classes will have 12 weekly pull out practice sessions focusing on the TELPAS Speaking assessment Strategy's Expected Result/Impact: Students will improve TELPAS Speaking rating as they have more familiarity with the Speaking test. | Formative | | | Summative |
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| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> | | | | |

Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 14: All students will create/update their Personal Education Plan by the end of the school year.

Evaluation Data Sources: Skyward 4 Year Plan

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: 8th graders will complete their 4-year plan in Skyward. Strategy's Expected Result/Impact: Students will have a plan in place leading into High School. Staff Responsible for Monitoring: Campus Admin and Academic Counselors | Formative | | | Summative |
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Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 15: During the 2023-2024 school year, HMS counselors will provide campus-level SEL throughout the school year for staff during Professional -Development and for students through Connect lessons.

Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic interventions in a positive, engaging learning environment to ensure high levels of achievement for every student.

Performance Objective 16: During the 23-24 academic year, using the Applied program for students with Intellectual Disabilities and STAAR Alternate 2 curriculum, Highland Middle School will implement a new program for special education students who have high functional skills and alternate curriculum and modified TEKS accommodations with 95% mastery of the program based on all involved stakeholders (teachers, parents, administrators, and students) feedback including observations, formal assessments modified and altered based on IEPs, and student work samples aligning with prerequisite skills for grade-level.

Evaluation Data Sources: IEP Goals and Progress Monitoring
STAAR ALT II
Report Card Performance

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: During the 1st six weeks of the 23-24 academic year, using the Applied program and paraprofessional support, Applied students will navigate the school to locate their appropriate classrooms and electives as well as common transition areas such as the cafeteria, library and the office with 95% mastery based on observations from teachers and administrators, as well as feedback from paraprofessionals and students. Strategy's Expected Result/Impact: Students will work on IEP Progress for functioning in the school setting and transitions Staff Responsible for Monitoring: Applied, Resource, and Self-Contained Staff and Teachers, Campus Administration, General Education Teachers of Record | Formative | | | Summative |
| | Dec | Feb | Mar | June |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: During the 2nd six weeks of the 23-24 academic year, using the Applied program and general education teacher collaboration via email and in-person, the Applied teacher will successfully alter or modify assignments aligned with the general education curriculum in order to serve Applied students effectively, measured by 5 out of 6 weeks of successful emails executed when requesting assignments to modify and tests to create alternate tests for the students with 83% accuracy. Strategy's Expected Result/Impact: Students will show IEP Progress for accessing the general education curriculum for prerequisite skills to the grade level Staff Responsible for Monitoring: Applied, Resource, and Self-Contained Staff and Teachers, Campus Administration, General Education Teachers of Record | Formative | | | Summative |
| | Dec | Feb | Mar | June |
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| Strategy 3 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 3: During the 3rd six weeks of the 23-24 academic year, using the Applied program and student feedback along with success on student assignments, the Applied teacher will assess students using alternate and modified curriculum successfully with scores reflecting minimal prompting and at least 2 choices provided when taking assessments aligned with the curriculum with 85% mastery of the class average in both grade levels. Strategy's Expected Result/Impact: Students will show IEP Goals and The STAAR ALT II Assessment for accessing the general education curriculum for prerequisite skills to the grade level in core subjects Staff Responsible for Monitoring: Applied, Resource, and Self-Contained Staff and Teachers, Campus Administration, General Education Teachers of Record | Formative | | | Summative |
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0%

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100%

Accomplished

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Discontinue

Goal 2: EXCELLENCE IN PERSONALIZED OPPORTUNITIES: We will support a culture of trust and growth through personalized opportunities and collaborative experiences for staff, students, and community members to achieve desired results.





Performance Objective 1: Highland Middle School will implement a PBIS Rewards points system to intentionally promote positive expectations supporting, promoting, students that meet and exceed behavior expectations.

Evaluation Data Sources: Discipline data - referrals, discipline actions, ADC placements

Goal 2: EXCELLENCE IN PERSONALIZED OPPORTUNITIES: We will support a culture of trust and growth through personalized opportunities and collaborative experiences for staff, students, and community members to achieve desired results.

Performance Objective 2: Highland Middle School staff members will intentionally promote the success of our Hawks through Hawk Highlight/Broadcasts, Social Media, and parent communications through the bi-weekly newsletter, and campus/student group social media sights.





Evaluation Data Sources: Increase parent participation in EMS Schools Listening Survey. Parent response will increase by 100% from 66 participants.

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: Create a biweekly Parent Smore for Highland Updates sent via Skyward Messenger and Remind. Strategy's Expected Result/Impact: Making these opportunities available to community will result in greater communication. Staff Responsible for Monitoring: Campus Administration, Counselors | Formative | | | Summative |
| | Dec | Feb | Mar | June |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Create a Parent Remind to communicate frequent changes from transportation and highlight events happening at HMS. Strategy's Expected Result/Impact: Increase access to two-way methods of communicating and increase parent participation in school information. Staff Responsible for Monitoring: Campus Administration - Principal | Formative | | | Summative |
| | Dec | Feb | Mar | June |
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| Strategy 3 Details | Reviews | | | |
| Strategy 3: Increase social media presence by creating Instagram page and increasing Facebook activity on Highland MS official Facebook page. Strategy's Expected Result/Impact: Increase access to two-way methods of communicating and increase parent participation in school information. Staff Responsible for Monitoring: Campus Administration, Counselors | Formative | | | Summative |
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Goal 2: EXCELLENCE IN PERSONALIZED OPPORTUNITIES: We will support a culture of trust and growth through personalized opportunities and collaborative experiences for staff, students, and community members to achieve desired results.

Performance Objective 3: 100% of core instructional staff will participate in PLC's weekly.





Evaluation Data Sources: PLC agendas, student growth data

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: Create a PLC schedule for each department. Strategy's Expected Result/Impact: Creating a schedule for each department allows all participants to make these a priority and attend. Staff Responsible for Monitoring: Admin. | Formative | | | Summative |
| | Dec | Feb | Mar | June |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Each PLC will keep and monitor PLC agendas. Strategy's Expected Result/Impact: Requiring PLC's to keep agendas and having admin monitor them increases fidelity of PLC's. Staff Responsible for Monitoring: Admin. | Formative | | | Summative |
| | Dec | Feb | Mar | June |
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Goal 2: EXCELLENCE IN PERSONALIZED OPPORTUNITIES: We will support a culture of trust and growth through personalized opportunities and collaborative experiences for staff, students, and community members to achieve desired results.

Performance Objective 4: This school year, Highland Middle School will discuss campus/district data once per six weeks to evaluate student performance as a leadership team to identify Opportunity for Improvement and increase student performance in academics, discipline referrals, and attendance.

Evaluation Data Sources: DCA data, Attendance data, Discipline Referral data, Gradebook checks and student grades

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: The Principal will discuss data with Campus Leadership team and Campus Improvement Committee to discuss six weeks performance in the areas of academics, behavior, and attendance of all student populations. The leadership team will identify team members to invite to leadership when data is discussed. Strategy's Expected Result/Impact: Progress monitoring of student performance throughout year allows for adjustments in instruction prior to state testing. Staff Responsible for Monitoring: Principal | Formative | | | Summative |
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



Goal 2: EXCELLENCE IN PERSONALIZED OPPORTUNITIES: We will support a culture of trust and growth through personalized opportunities and collaborative experiences for staff, students, and community members to achieve desired results.

Performance Objective 5: Each staff member will nominate a minimum of 6 students in the Hawk Highlight each six weeks.

Goal 3: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT: We will provide safe and structured environments for students, staff, and community based on systemic processes and procedures that are clearly communicated, monitored, and evaluated.

Performance Objective 1: HMS Teachers will demonstrate the Instructional Strategies outlined in The EMS Torch.





Evaluation Data Sources: Campus Administration Purposeful Walks Form

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: Administrators will monitor the instructional strategies being used in classrooms regularly and teachers/admin will receive an immediate feedback form via email from the Purposeful Walks Form. Strategy's Expected Result/Impact: By monitoring on a more regular basis than required in TTESS, instructional strategies will be more closely aligned with district best practices. Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math | Formative | | | Summative |
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Goal 3: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT: We will provide safe and structured environments for students, staff, and community based on systemic processes and procedures that are clearly communicated, monitored, and evaluated.

Performance Objective 2: Campus Administration and Campus Safety Committee will train all students and staff on Standard Response Protocols (SRP) to help stakeholders feel safer at school.





Evaluation Data Sources: EMS Schools Listening Survey

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: Campus Administration will provide all teachers with an SRP CHAMPS Matrix and individual SRP Drill CHAMPS Posters for their classrooms. Teachers will use those posters to review and practice drills within each class period for all 5 SRP Drills during the first six weeks of school. Strategy's Expected Result/Impact: Students and staff will have a better understanding of the drill expectations thereby improving campus performance during drills and making students and staff feel safer. Staff Responsible for Monitoring: Campus Principal/Assistant Principal, Campus Safety Committee | Formative | | | Summative |
| | Dec | Feb | Mar | June |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Collect feedback from Administration and Drill Leaders, Teachers, and Students. The Drill leaders which consist of Administration and Office Staff will debrief after all drills. Teachers will debrief in the classroom with students and provide feedback on behalf of teachers and students via a form submitted to Campus Administration. Strategy's Expected Result/Impact: By listening to feedback of all stakeholders, Wayside will improve the quality and efficiency of its performance during drills and SRP preparedness. Staff Responsible for Monitoring: Campus Principal/Assistant Principal, Campus Safety Committee | Formative | | | Summative |
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Goal 3: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT: We will provide safe and structured environments for students, staff, and community based on systemic processes and procedures that are clearly communicated, monitored, and evaluated.

Performance Objective 3: Highland Middle School will provide varied recognition opportunities for staff this school year.

Evaluation Data Sources: EMS Schools Listening Survey

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: Hawks Hype will be sent weekly to encourage recognition and staff amongst peers. Strategy's Expected Result/Impact: Increase teacher morale and recognize teachers' compliments. Staff Responsible for Monitoring: Campus Administration | Formative | | | Summative |
| | Dec | Feb | Mar | June |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Campus staff recognitions will occur at the conclusion of the year to celebrate accomplishments at the campus level. Strategy's Expected Result/Impact: Increased teacher morale and job satisfaction. Staff Responsible for Monitoring: Campus Administration | Formative | | | Summative |
| | Dec | Feb | Mar | June |
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Goal 3: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT: We will provide safe and structured environments for students, staff, and community based on systemic processes and procedures that are clearly communicated, monitored, and evaluated.

Performance Objective 4: HMS Counseling Department will provide programming for substance abuse prevention promoting a safe school environment.

Evaluation Data Sources: Student discipline referrals, School Listening Survey

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: Counseling Department will partner with Recovery Resource to bring a curriculum to Connect classes weekly for the first semester. Strategy's Expected Result/Impact: Reduced occurrence of vaping and drug related offenses, Substance abuse prevention, Staff Responsible for Monitoring: Campus Admin and Counseling team | Formative | | | Summative |
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