

**Seguin Independent School District**  
**Jim Barnes Middle School**  
**2022-2023 Campus Improvement Plan**

# Mission Statement

To provide an environment where all learners explore, reflect, and grow.

## Vision

JBMS inspires ALL learners to achieve excellence!

## Value Statement

At JBMS, we will:

1. Accept, Advocate, Adapt, and Achieve.
2. Embrace and Honor Community.
3. Model and Expect Excellence.
4. Create a Safe School Environment.
5. Be BOLD in all Things.

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# Goals






**Goal 1:** Increase the percentage of all students (6-8) who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 40% to 56% by August 2024.

**Performance Objective 1:** By the end of the 2022-23 school year, the percentage of students achieving Meets Grade Level or above on the Reading STAAR in grades 6-8 will improve from 40% to 50%.

**Evaluation Data Sources:** STAAR, local assessment data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> RLA teachers will spend three days a week engaged in the PLC process and will focus on internalization, rehearsal, and execution of new HQIM (Wit and Wisdom) lessons. <b>Strategy's Expected Result/Impact:</b> Students achievement will increase due to increased rigor and focused lessons. <b>Staff Responsible for Monitoring:</b> Principal, Academic Dean, Assistant Principal, Instructional Coach,  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> RLA Teachers will attend monthly planning with district support to enhance planning, alignment, and instruction. <b>Strategy's Expected Result/Impact:</b> Student achievement will increase due to additional internalization and curriculum.assessment alignment. <b>Staff Responsible for Monitoring:</b> Academic Dean, District Coordinator, Instructional Coach,  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Students will attend 30 minutes/week of reading intervention utilizing Book Nook, Freckle, as well as 30 minutes of Silent Sustained Reading. <b>Strategy's Expected Result/Impact:</b> Student reading levels will increase for all students. <b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Academic Dean, Assistant Principals, Instructional Coach,  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Jim Barnes MS will implement blended learning strategies in prioritized classes utilizing TCLAS funding. <b>Strategy's Expected Result/Impact:</b> Student achievement will increase due to additional internalization, increased rigor, and student discourse. <b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Academic Dean, Assistant Principals, Instructional Coach, Teachers  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Jim Barnes MS will adopt and utilize high-quality instructional materials in all ELAR and Math classes utilizing TCLAS funding . <b>Strategy's Expected Result/Impact:</b> Students achievement will increase due to increased rigor and focused lessons. <b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Academic Dean, Assistant Principals, Instructional Coach,  <b>TEA Priorities:</b> Build a foundation of reading and math -	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details		Reviews			
<b>Strategy 6:</b> Jim Barnes MS will provide high-dosage tutoring to identified students with the funds of TCLAS funding. <b>Strategy's Expected Result/Impact:</b> Students achievement will increase due to increase opportunity for intervention. <b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Academic Dean, Assistant Principals, Instructional Coach, ACE Program  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					





**Goal 1:** Increase the percentage of all students (6-8) who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 40% to 56% by August 2024.

**Performance Objective 2:** By the end of the 2022-23 school year, student achievement levels on the Renaissance screener will increase.

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** Freckle

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All students will take the BOY, MOY, and EOY Renaissance assessment to monitor growth in reading. <b>Strategy's Expected Result/Impact:</b> Student reading comprehension will increase, <b>Staff Responsible for Monitoring:</b> Principal, Academic Dean, Instructional Coach,  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				








**Goal 2:** Increase the percentage of all students (6-8) who score meets grade level or above on STAAR Mathematics from 23% to 56% by August 2024.

**Performance Objective 1:** By the end of the 2022-2023 school year, the percentage of students achieving Meets Grade Level or above on the Math STAAR in grades 6-8 will improve from 23% to 48%.

**Evaluation Data Sources:** STAAR summative data, local assessment data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Math teachers will spend three days a week engaged in the PLC process and will focus on internalization, rehearsal, and execution of new HQIM (Carnegie) lessons. <b>Strategy's Expected Result/Impact:</b> Students achievement will increase due to increased rigor and focused lessons. <b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Academic Dean, Assistant Principal, Instructional Coach  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Math Teachers will attend monthly planning with district support to enhance planning, alignment, and instruction. <b>Strategy's Expected Result/Impact:</b> Student achievement will increase due to additional internalization and curriculum.assessment alignment. <b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Academic Dean, Assistant Principals, Instructional Coach,  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June







Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Jim Barnes MS will implement blended learning strategies in prioritized classes utilizing TCLAS funds. <b>Strategy's Expected Result/Impact:</b> Increase student achievement and engagement through use of technology and specialized learning. <b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Academic Dean, Assistant Principals, Instructional Coach,  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Jim Barnes MS will adopt and utilize high-quality instructional materials in all ELAR and Math classes funded by the TCLAS grant. <b>Strategy's Expected Result/Impact:</b> Increase student achievement by providing opportunities for students to engage with HQIM. <b>Staff Responsible for Monitoring:</b> Principal, Academic Dean, District Curriculum Leadership  <b>TEA Priorities:</b> Build a foundation of reading and math -	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Jim Barnes MS will provide high-dosage tutoring to identified students utilizing TCLAS funds. <b>Strategy's Expected Result/Impact:</b> Students achievement will increase due to increase opportunity for intervention. <b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Academic Dean, Assistant Principals, Instructional Coach, ACE Staff  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2:** Increase the percentage of all students (6-8) who score meets grade level or above on STAAR Mathematics from 23% to 56% by August 2024.

**Performance Objective 2:** By the end of the 2022-2023 school year, the percentage of students who perform achieving masters on the Math STAAR in grades 6-8 will improve from 8% to 18%.

**Evaluation Data Sources:** STAAR Summative Data, Local Assessment Data





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize PLC's for all teachers to engage in internalization of planning to make learning meaningful for students by providing real-world examples and encouraging them to collaborate, and leverage personal experiences to make learning more personal in Math content, Special Education, accommodations, and EB linguistic accommodations to deliver a guaranteed and viable curriculum. <b>Strategy's Expected Result/Impact:</b> Carnegie Curriculum <b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Academic Dean, Assistant Principal, Instructional Coach  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide professional learning for selected teachers via the Transcend and Carnegie Math to teach teachers to internalize lesson planning for deeper student understanding. <b>Strategy's Expected Result/Impact:</b> Improved student achievement in mathematics. <b>Staff Responsible for Monitoring:</b> Principal, Academic Dean, Instructional Coach, District Coordinators  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Increase student access to a rigorous and relevant curriculum through effective student centered coaching. All Department Leads will actively engage in student centered coaching in their respective areas. <b>Strategy's Expected Result/Impact:</b> Improved student achievement in mathematics. <b>Staff Responsible for Monitoring:</b> Principal, Academic Dean, Instructional Coach, District Coordinators  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3:** Increase student awareness of CCMR requirements and components to 100% of students in grades 6-8.

**Performance Objective 1:** By the end of the 2022-2023 school year, 100% of our students will participate in monthly CCMR activities.





**Evaluation Data Sources:** Student attendance at monthly events.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> JBMS students will participate in monthly activities such as career inventories, TSIA prep, and Texas State partnership activities. <b>Strategy's Expected Result/Impact:</b> Students will have an increased understanding of CCMR components. <b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Counselors  <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3:** Increase student awareness of CCMR requirements and components to 100% of students in grades 6-8.

**Performance Objective 2:** Over the course of the 2022-23 school year, AVID strategies will be implemented across all grade levels at Jim Barnes Middle School.

**Evaluation Data Sources:** Walkthrough data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Students will learn organizational skills, AVID claps, and Cornell notes . <b>Strategy's Expected Result/Impact:</b> Student success and student culture will improve. <b>Staff Responsible for Monitoring:</b> Administrators, counselors, teachers.  <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				






**Goal 4:** Jim Barnes Middle School will build a thriving learning community as indicated on a numerical score of 80 or higher on the balanced scorecard.

**Performance Objective 1:** By the end of the 2022-2023 school year, 100% of 8th students and families will engage in annual "pathways to an exceptional future" planning.

**Goal 4:** Jim Barnes Middle School will build a thriving learning community as indicated on a numerical score of 80 or higher on the balanced scorecard.

**Performance Objective 2:** By the end of the 2022-2023 school year, the Panorama Student Survey SEL Score in grades 6-8 will improve to 51% in emotion regulation, 57% in grit, and 58 % in social awareness.

**Evaluation Data Sources:** End of Year Panorama SEL scores.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Jim Barnes MS will implement social-emotional learning strategies for all students with support of TCLAS funding. <b>Strategy's Expected Result/Impact:</b> Increase the percentage of students who self report having an overall positive experience. <b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Academic Dean, Assistant Principal  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 4:** Jim Barnes Middle School will build a thriving learning community as indicated on a numerical score of 80 or higher on the balanced scorecard.

**Performance Objective 3:** By the end of the 2022-2023 school year, Jim Barnes Middle School will increase attendance from 88% to 95.0%.








**Goal 4:** Jim Barnes Middle School will build a thriving learning community as indicated on a numerical score of 80 or higher on the balanced scorecard.

**Performance Objective 4:** By the end of the 2022-2023 school year, Jim Barnes Middle School will decrease out of class placements (ISS/Suspension/DAEP) by 10%.

**Goal 4:** Jim Barnes Middle School will build a thriving learning community as indicated on a numerical score of 80 or higher on the balanced scorecard.

**Performance Objective 5:** Ensure safety and security in an innovative environment that supports teaching and learning.

**High Priority**

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Jim Barnes MS will implement an innovative school model to increase relevance through project-based learning opportunities for students utilizing TCLAS funding. <b>Strategy's Expected Result/Impact:</b> Increase student achievement by providing highly engaging, relevant, and rigorous learning opportunities for students. <b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Academic Dean, Assistant Principals, PBL Leads  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 5:** Jim Barnes Middle School will improve staff satisfaction as determined by the Organizational Health Inventory (OHI).

**Performance Objective 1:** By Spring of 2023, Barnes staff surveys will show an above average organizational health index score.

**Goal 5:** Jim Barnes Middle School will improve staff satisfaction as determined by the Organizational Health Inventory (OHI).

**Performance Objective 2:** By the end of the 2022-2023 school year, teacher turnover will decrease by 10% at Jim Barnes Middle School.

**Evaluation Data Sources:** Human Resources retention reports.

**Goal 6:** Jim Barnes Middle School will improve student, staff, parent, and community perception as determined by the Net Promoter score.

**Performance Objective 1:** By Spring 2023, Jim Barnes will increase the number of parents who are involved in parent groups on campuses from 13% to 25% as measured by the Panorama survey.

**Evaluation Data Sources:** Panorama survey data

**Goal 6:** Jim Barnes Middle School will improve student, staff, parent, and community perception as determined by the Net Promoter score.

**Performance Objective 2:** By Spring 2023, Jim Barnes middle School will increase the percentage of parents by 10% who indicate that school communication for involvement opportunities is favorable as measured by the Panorama survey.

**Evaluation Data Sources:** Panorama survey data

**Goal 7:** Jim Barnes Middle School will achieve a "B" rating by the spring of 2025

**Performance Objective 1:** By 2023, SISD will not have any "D or F" rated schools.

**Evaluation Data Sources:** Accountability data

# RDA Strategies

Goal	Objective	Strategy	Description
1	1	1	RLA teachers will spend three days a week engaged in the PLC process and will focus on internalization, rehearsal, and execution of new HQIM (Wit and Wisdom) lessons.
1	1	2	RLA Teachers will attend monthly planning with district support to enhance planning, alignment, and instruction.
1	1	3	Students will attend 30 minutes/week of reading intervention utilizing Book Nook, Freckle, as well as 30 minutes of Silent Sustained Reading.
1	2	1	All students will take the BOY, MOY, and EOY Renaissance assessment to monitor growth in reading.
2	1	1	Math teachers will spend three days a week engaged in the PLC process and will focus on internalization, rehearsal, and execution of new HQIM (Carnegie) lessons.
2	1	2	Math Teachers will attend monthly planning with district support to enhance planning, alignment, and instruction.
2	2	1	Utilize PLC's for all teachers to engage in internalization of planning to make learning meaningful for students by providing real-world examples and encouraging them to collaborate, and leverage personal experiences to make learning more personal in Math content, Special Education, accommodations, and EB linguistic accommodations to deliver a guaranteed and viable curriculum.
2	2	2	Provide professional learning for selected teachers via the Transcend and Carnegie Math to teach teachers to internalize lesson planning for deeper student understanding.
2	2	3	Increase student access to a rigorous and relevant curriculum through effective student centered coaching. All Department Leads will actively engage in student centered coaching in their respective areas.



# Targeted Support Strategies

Goal	Objective	Strategy	Description
1	1	1	RLA teachers will spend three days a week engaged in the PLC process and will focus on internalization, rehearsal, and execution of new HQIM (Wit and Wisdom) lessons.
1	1	2	RLA Teachers will attend monthly planning with district support to enhance planning, alignment, and instruction.
1	1	3	Students will attend 30 minutes/week of reading intervention utilizing Book Nook, Freckle, as well as 30 minutes of Silent Sustained Reading.
1	2	1	All students will take the BOY, MOY, and EOY Renaissance assessment to monitor growth in reading.
2	1	1	Math teachers will spend three days a week engaged in the PLC process and will focus on internalization, rehearsal, and execution of new HQIM (Carnegie) lessons.
2	1	2	Math Teachers will attend monthly planning with district support to enhance planning, alignment, and instruction.
2	2	1	Utilize PLC's for all teachers to engage in internalization of planning to make learning meaningful for students by providing real-world examples and encouraging them to collaborate, and leverage personal experiences to make learning more personal in Math content, Special Education, accommodations, and EB linguistic accommodations to deliver a guaranteed and viable curriculum.
2	2	2	Provide professional learning for selected teachers via the Transcend and Carnegie Math to teach teachers to internalize lesson planning for deeper student understanding.
2	2	3	Increase student access to a rigorous and relevant curriculum through effective student centered coaching. All Department Leads will actively engage in student centered coaching in their respective areas.

## Additional Targeted Support Strategies

Goal	Objective	Strategy	Description
1	1	1	RLA teachers will spend three days a week engaged in the PLC process and will focus on internalization, rehearsal, and execution of new HQIM (Wit and Wisdom) lessons.
1	1	2	RLA Teachers will attend monthly planning with district support to enhance planning, alignment, and instruction.
1	1	3	Students will attend 30 minutes/week of reading intervention utilizing Book Nook, Freckle, as well as 30 minutes of Silent Sustained Reading.
1	2	1	All students will take the BOY, MOY, and EOY Renaissance assessment to monitor growth in reading.
2	1	1	Math teachers will spend three days a week engaged in the PLC process and will focus on internalization, rehearsal, and execution of new HQIM (Carnegie) lessons.
2	1	2	Math Teachers will attend monthly planning with district support to enhance planning, alignment, and instruction.
2	2	1	Utilize PLC's for all teachers to engage in internalization of planning to make learning meaningful for students by providing real-world examples and encouraging them to collaborate, and leverage personal experiences to make learning more personal in Math content, Special Education, accommodations, and EB linguistic accommodations to deliver a guaranteed and viable curriculum.
2	2	2	Provide professional learning for selected teachers via the Transcend and Carnegie Math to teach teachers to internalize lesson planning for deeper student understanding.
2	2	3	Increase student access to a rigorous and relevant curriculum through effective student centered coaching. All Department Leads will actively engage in student centered coaching in their respective areas.

# State Compensatory

## Budget for Jim Barnes Middle School

**Total SCE Funds:** \$200,828.00

**Total FTEs Funded by SCE:** 3

### Brief Description of SCE Services and/or Programs

SCE funds are used to provide FTEs who provide supplemental accelerated instruction to students at risk of not performing satisfactorily on a STAAR assessment.

## Personnel for Jim Barnes Middle School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Ray, Shelly	Teacher	1
Ridgeway, Kameron	Teacher	1
Seals, Geoffrey	Teacher	1