

**Seguin Independent School District**  
**Jim Barnes Middle School**  
**2023-2024 Formative Review**

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# Goals

**Goal 1:** Increase the percentage of 6-8 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 40% to 50% by August 2025.

**Performance Objective 1:** Increase the percentage of 6-8 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 44% to 50% by August 2024.

**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Jim Barnes Middle School will increase student engagement &amp; ownership of learning through targeted use of the academic habits and blended learning strategies in RLA.</p> <p><b>Strategy's Expected Result/Impact:</b> By utilizing the academic habits and blend learning strategies, teachers will increase engagement resulting in higher STAAR scores.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Academic Dean, Associate Principal, Assistant Principals, Instructional Coaches</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Jim Barnes will deepen implementation of high quality instructional materials in all ELAR classrooms by implementing high quality PLCs</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student outcomes on multiple data sources</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Academic Dean, Associate Principal, Assistant Principals, Instructional Coaches</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Jim Barnes will implement an innovative school model to increase relevance and student ownership through project-based learning integrated with core content areas (RLA, Math, Science &amp; Social Studies)</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student outcomes on multiple data sources</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Academic Dean, Associate Principal, Assistant Principals, Instructional Coaches</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Jim Barnes will provide high-dosage tutoring to identified students during regular RLA core content pacing, and on Fridays, through targeted small group learning and adaptive blended learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student outcomes on multiple data sources</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Academic Dean, Associate Principal, Assistant Principals, Instructional Coaches</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

**Goal 2:** Campus will Increase the percentage of 6-8 grade students who score meets grade level or above on STAAR Mathematics from 23% to 35% by August 2025.

**Performance Objective 1:** Increase the percentage of 6-8 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Math from 28% to 35% by August 2025.

**Evaluation Data Sources:** Math STAAR Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Jim Barnes Middle School will increase student engagement &amp; ownership of learning through targeted use of the academic habits and blended learning strategies in Math.</p> <p><b>Strategy's Expected Result/Impact:</b> By academic habits and utilizing blend learning strategies, teachers will increase engagement resulting in higher STAAR scores.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Academic Dean, Associate Principal, Assistant Principals, Instructional Coaches</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Jim Barnes will deepen implementation of high quality instructional materials in all MATH classrooms by implementing high quality PLCs.</p> <p><b>Strategy's Expected Result/Impact:</b> Higher achievement on STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Academic Dean, Associate Principal, Assistant Principals, Instructional Coaches</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Jim Barnes will implement an innovative school model to increase relevance and student ownership through project-based learning integrated with core content areas (RLA, Math, Science &amp; Social Studies)</p> <p><b>Strategy's Expected Result/Impact:</b> Higher achievement on STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Academic Dean, Associate Principal, Assistant Principals, Instructional Coaches</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Jim Barnes will provide high-dosage tutoring to identified students during regular MATH core content pacing, and on Fridays, through targeted small group learning and adaptive blended learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide students opportunities to close the gaps.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Academic Dean, Associate Principal, Assistant Principals, Instructional Coaches</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
	 35%	 50%	 70%	
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** Barnes MS will engage in activities that prepare students to meet College, Career, and Military Readiness (CCMR) requirements in high school.

**Performance Objective 1:** Campus will follow the district's CCMR expectations for all seventh and eighth grade students in preparation for high school.

- Evaluation Data Sources:** Attendance various events  
Lesson Plans stating CCMR Strategies  
Walk-Throughs  
Parent Attendance at Events  
Xello Reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Seventh Grade students will integrate a CCMR Unit during the last six weeks of school in their RLA classes.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase exposure to CCMR activities.</p> <p><b>Staff Responsible for Monitoring:</b> Academic Dean, RLA Coordinator, Director of CCMR</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Students in eighth grade will have integrated CCMR Units during selected PBL blocks throughout the year and attend various CCMR events (Youth Expo, Chart Your Course, PGP, TSIA Test/Prep) as well as explore career pathways and interest inventories.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase exposure to CCMR activities to prepare for high school.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Counselors, Director of CCMR</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	Formative			Summative
	Nov	Jan	Mar	June
	 25%	 65%	 80%	
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 4:** Campus will build a thriving learning community as indicated on a numerical score of 80 or higher on the campus balanced scorecard

**Performance Objective 1:** Jim Barnes Middle School will increase Panorama: Grit measure from 47% to 65%, increase of 20% favorable results in the categories of Self-Management and Emotion Regulation and Social Awareness, and 20% favorable results in the categories of Supportive Relationships.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will engage in weekly relationship development activities, goal setting, check-in, and action planning during the reflect block to include an opportunity to request counselor support.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Panorama data</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Assistant Principal</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
	 40%	 40%	 40%	
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 4:** Campus will build a thriving learning community as indicated on a numerical score of 80 or higher on the campus balanced scorecard

**Performance Objective 2:** Students will engage in weekly relationship development activities, goal setting, check-in, and action planning during the reflect

block to include an opportunity to request counselor support.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> JBMS will host six community engagement 3 opportunities in the fall and 3 in the spring.  <b>Strategy's Expected Result/Impact:</b> Increase community perception  <b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Assistant Principal</p> <p><b>ESF Levers:</b>                      Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**Goal 4:** Campus will build a thriving learning community as indicated on a numerical score of 80 or higher on the campus balanced scorecard

**Performance Objective 3:** By the end of the 2023-2024 school year, JBMS will increase attendance from 91.06% to 93.0%.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> JBMS Attendance Team will meet weekly to discuss attendance data, trends, students, and will create and implement a plan of action to improve the attendance rate.  <b>Strategy's Expected Result/Impact:</b> Increase attendance  <b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Assistant Principal</p> <p><b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**Goal 5:** Campus will improve staff satisfaction as determined by the Organizational Health Inventory (OHI).

**Performance Objective 1:** By Spring of 2024, the JBMS Teacher Affiliation index will increase to at least 500 in the standardized scoring key and teacher turnover will decrease by 10% at JBMS by Spring 2024.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> In order to build students' capacity as collaborators and self-reflective learners, we will strengthen campus adult culture by building adult capacity to model collaboration and self-reflective learning. In order to do this, we will increase distributive leadership teams at Barnes MS, with 50% or more of teachers actively serving on three prioritized campus culture committees during the 2023-2024 SY.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase OHI</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Assistant Principal, Academic Dean, Teacher Lead</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Create and deliver an effective Campus Culture Committee rollout supported with data to create understanding of the need for change.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase OHI</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Assistant Principal, Academic Dean, Teacher Lead</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Build adult leadership capacity to sustain effective monthly Campus Culture Committee meetings.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase OHI</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Assistant Principal, Academic Dean, Teacher Lead</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> JBMS will offer professional development strategies to administrators and teachers to build capacity with in the team.</p> <p><b>Strategy's Expected Result/Impact:</b> Reduce turnover and increase capacity</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principal</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Student Learning 2 - Perceptions 2</p>	Formative			Summative
	Nov	Jan	Mar	June
	 25%	 45%	 70%	
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

**Performance Objective 1:** Jim Barnes Middle School will improve student, staff, parent, and community perception by 20% as determined by the Net Promoter score.

**Evaluation Data Sources:** Net Promoter Survey

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Creation of a student culture committee to build students' capacity as collaborators and self-reflective learners.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Net Promoter Score</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Assistant Principal</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
	 5%	 40%	 50%	

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Creation of an adult culture committee to strengthen adult capacity to model collaboration and self-reflective learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Net Promoter Score</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Assistant Principal</p> <p><b>ESF Levels:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Creation of a family engagement committee to strengthen relationships with families through consistent opportunities for connection and community building.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Net Promoter Score</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Assistant Principal</p> <p><b>ESF Levels:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

**Goal 7:** Campus will be rated A or B by August 2025.

**Performance Objective 1:** Jim Barnes Middle School will move from an overall accountability rating of C to B achieving a minimum of a B rating by August 2025.

**High Priority**

**Evaluation Data Sources:** STAAR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Creation of weekly CIP monitoring systems and structures to support implementation of the CIP with fidelity.</p> <p><b>Strategy's Expected Result/Impact:</b> Implement the Campus Improvement Plan as described with fidelity. Participate in scheduled check-in meetings with the Director of School Leadership. Prepare data and participate in 3-Transcend Step-back meetings &amp; 4- Seguin ISD - DIP (District)</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Director of Leadership, Administration</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Using adaptive software to increase the achievement and growth of Emerging Bilingual Students one or more proficiency levels in reading, writing, speaking and listening.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student growth on TELPAS by one or more proficiency levels.</p> <p><b>Staff Responsible for Monitoring:</b> Associate Principal, Principal, EB Teacher</p> <p><b>Title I:</b> 2.4</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>Problem Statements:</b> Student Learning 1</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="468 521 663 570">  No Progress         </div> <div data-bbox="764 521 982 570">  Accomplished         </div> <div data-bbox="1081 521 1333 570">  Continue/Modify         </div> <div data-bbox="1434 521 1629 570">  Discontinue         </div> </div>				