

Seguin Independent School District
A.J. Briesemeister Middle School
2020-2021 Campus Improvement Plan

Accountability Rating: Not Rated: Declared State of Disaster



Board Approval Date: October 28, 2020

Mission Statement

To cultivate, inspire and empower the AJB community to grow and learn.

Vision

To make AJB the place to be!

Collective Commitments

Collective Commitments

1. We will make AJB an emotionally and physically safe place to be.
2. We will ensure that learning is rigorous, engaging and relevant for all.
3. We will set aside specific time for ourselves to reflect so that we can stay positive and refreshed.
4. We will build relationships through collaboration and communication with our immediate and extended AJB Family.

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Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Student Success Initiative (SSI) data for Grades 5 and 8
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data

Student Data: Behavior and Other Indicators

- Class size averages by grade and subject
- School safety data

Goals

Goal 1: Improve student learning through improved instructional practice (Strategic Priority 1).

Performance Objective 1: TEACHING AND LEARNING: By focusing on curriculum alignment, instructional practices, and support for special programs and sub-populations, AJB Middle School will become a "B" rated campus in 2021.

Targeted or ESF High Priority





Evaluation Data Sources: STAAR Assessments

Summative Evaluation: None

<p>Strategy 1: Implement new lesson plan template and develop plan for weekly checks by TTESS administrator.</p> <p>Strategy's Expected Result/Impact: Lesson plans and activities that are aligned to the TEKS and support all learners.</p> <p>November: All teachers will be submitting lesson plans weekly.</p> <p>January: Ensure alignment of lesson plans and classroom practices.</p> <p>March: All teachers will submit lesson plans weekly that are aligned to classroom practices.</p> <p>Staff Responsible for Monitoring: TTESS Administrators</p> <p>ESF Levers: Lever 5: Effective Instruction - Additional Targeted Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

<p>Strategy 2: Create a flexible intervention time for students, Toros Achieving Growth (TAG), that will occur five times a week to address the needs of struggling students through prescribed interventions.</p> <p>Strategy's Expected Result/Impact: Increase the number of students who achieve Meets on STAAR.</p> <p>November: Review student data through MTSS PLCs that occur every three weeks.</p> <p>January: Select students to receive targeted academic interventions and begin weekly sessions focusing on 7th Writing and 8th Math and Reading.</p> <p>March: Select students to receive targeted academic interventions and begin weekly sessions focusing on 6th Math and Reading, 7th Math and Reading, and 8th Science and Social Studies.</p> <p>Staff Responsible for Monitoring: Administration Teachers</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Provide ongoing instructional support to at risk students through interventions</p> <p>Strategy's Expected Result/Impact: Reduced gap between at risk and non-at risk students as measured by STAAR.</p> <p>Staff Responsible for Monitoring: Principal, Academic Dean</p> <p>Funding Sources: FTE - 199 PIC 24 SCE - \$155,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Provide ongoing student support services to at risk students.</p> <p>Strategy's Expected Result/Impact: Reduced gap between at risk and non-at risk students as measured by STAAR; reduced dropout rate.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: FTE - 199 PIC 24 SCE - \$12,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

<p>Strategy 5: Continue to implement the AJB Key Teacher Moves to provide a clear, consistent, and aligned set of effective instructional practices that will ensure student learning is at the Developed Level in the ICLE Rigor, Relevance, and Learner Engagement rubrics. use of the strategies will be monitored through weekly informal and formal walkthroughs.</p> <p>Strategy's Expected Result/Impact: Ensure student learning is at the Developed Level in the ICLE Rigor, Relevance, and Learner engagement rubrics.</p> <p>Finalize Key Teacher Moves and share with staff through campus professional learning. Develop weekly informal walkthrough schedule to observe at least three teachers classrooms to observe AJB Playbook strategies. Provide feedback to teachers using informal walkthrough notes. Focus on Think-Pair-Share strategy.</p> <p>In spring, continue weekly informal walkthrough schedule to observe at least three teachers classrooms to observe AJB Key Teacher Moves. Provide feedback to teachers using informal walkthrough notes.</p> <p>In spring, continue weekly informal walkthrough schedule to observe at least three teachers classrooms to observe AJB Key Teacher Moves. Provide feedback to teachers using informal walkthrough notes.</p> <p>Staff Responsible for Monitoring: None</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 6: Identify course essential standards, when they are taught, and how they will be assessed as part of the PLC stages. Student mastery of essential standards will be tracked regularly by both teachers and students.</p> <p>Strategy's Expected Result/Impact: Increase the number of students who show progress in Reading and Math on STAAR.</p> <p>By September, identify all course essential standards. Teachers will develop Google Sheets by class period to keep track of student mastery of essential standards. Math and Reading will develop systems for students to track mastery of essential standards. Begin using data analysis protocol for unit assessments.</p> <p>By October, teachers and students will track mastery of essential standards by class period and subject to track growth and areas of opportunity. Continue using data analysis protocol for unit assessments.</p> <p>By May, students will review their academic progress based on their benchmarks and connect to goals set in the fall.</p> <p>Staff Responsible for Monitoring: None</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

<p>Strategy 7: Review levels of support model for Special Programs (English Learners and Special Education) and provide a full continuum of supports to ensure all student accommodations are met.</p> <p>Strategy's Expected Result/Impact: Develop full continuum of supports for Special Program students.</p> <p>November: Conduct needs assessment of current support models and make recommendations for staffing to provide more support coverage to ensure all student accommodation are met. Implement new support model using additional staff.</p> <p>January: Continue to monitor levels of support that provide a full continuum of supports to ensure all student accommodations are met.</p> <p>March: Continue to monitor levels of support that provide a full continuum of supports to ensure all student accommodations are met.</p> <p>Staff Responsible for Monitoring: None</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 8: Provide Math intervention to targeted students who have historically not passed state Math assessments.</p> <p>Strategy's Expected Result/Impact: Increase in Math academic growth assessment data, grades 6-8</p> <p>Staff Responsible for Monitoring: Math teachers, Mather intervention team, Academic Dean</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy</p> <p>Funding Sources: Intervention materials - 211 Title I A FY2021 - \$2,500</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Improve student learning through improved instructional practice (Strategic Priority 1).

Performance Objective 2: POST-SECONDARY READINESS: AJB Middle School will increase the targets met from 0% to 11% in the Academic Achievement component of the Closing the Gap domain.

Evaluation Data Sources: STAAR Assessments

Summative Evaluation: None

<p>Strategy 1: Provide Texas Success Initiative (TSI) assessment opportunities to grade 8 students in the spring semester to increase the number of students who are college ready, which will also increase the enrollment of dual credit classes at the high-school.</p> <p>Strategy's Expected Result/Impact: Increase the number of students who are college ready.</p> <p>November: Look at data from the 1920 school year from the high school to get a baseline % of students that enrolled in dual classes.</p> <p>January: Look at data from the October TSIA administration to get a baseline % of students identified as college ready in Reading and Math.</p> <p>March: TSI testing will occur the last week of March and this data will then be compared to October data.</p> <p>Staff Responsible for Monitoring: Counselors CCR Teachers Administration</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2: Utilize the ICLE collaborative instructional review (CIR) process with grade level content teams to ensure instructional planning that yields rigor, relevance, and engagement for all students.

Strategy's Expected Result/Impact: Increase rigor, relevance, and engagement in every classroom to improve the number of students who achieve Meets or Masters on STAAR.

November:
Begin weekly CIR observations with grade level teams, completing one or two each week.

January:
Continue weekly CIR observations with grade level teams, completing one or two each week.

March:
Conduct CIR observation with electives teachers.

Staff Responsible for Monitoring: Administrators
Academic Dean
Lead Teachers

ESF Levers: Lever 5: Effective Instruction

Reviews			
Formative			Summative
Nov	Jan	Mar	June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 1: Improve student learning through improved instructional practice (Strategic Priority 1).





Performance Objective 3: WHOLE CHILD SOCIAL EMOTIONAL LEARNING: Seguin ISD will increase learning opportunities that support and reinforce the health and well-being of all students by addressing safety, lifetime fitness, school attendance, extra-curricular activities and the emotional support of all student populations. AJB Middle School will increase attendance from 93.99% to 95.00%, and decrease out of school suspensions by 10% from 101 to 91.

Evaluation Data Sources: Student attendance, discipline referrals, climate surveys, employee attendance, drop-out data, homeless, migrant, participation in extra-curricular activities

Summative Evaluation: None

<p>Strategy 1: Develop TAG enrichment opportunities for students to attend weekly. During this time, students will provide input into campus collective commitments, track attendance/behavior/course success data using TEAMS student portal, and recognize other students who are upholding the AJB collective commitments.</p> <p>Strategy's Expected Result/Impact: Increase opportunities to reinforce the well being of our students both socially and emotionally.</p> <p>November: Students attend TAG weekly. During this time they will check attendance/behavior/course success data using TEAMS student portal.</p> <p>January: Students attend TAG weekly. During this time they will check attendance/behavior/course success data using TEAMS student portal. Academic interventions will continue.</p> <p>March: Students attend TAG weekly. During this time they will check attendance/behavior/course success data using TEAMS student portal. Academic interventions will continue.</p> <p>Staff Responsible for Monitoring: Counselors Administration Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

<p>Strategy 2: Implement research based social and emotional support organization, Communities in Schools (CIS), in order help students build self awareness, self management, social awareness, relationship skills, and responsible decision making to students in need.</p> <p>Strategy's Expected Result/Impact: Support students in need and provide them with one on one counseling, resources, group counseling, and other supports needed in order to be successful.</p> <p>November: Train staff on the roles and responsibilities of the CIS staff member. Have staff complete student recommendation packets.</p> <p>January: Continue on-going staff training and support to build students numbers for the CIS program.</p> <p>March: Continue to grow the CIS program in order to support more students.</p> <p>June: Staff Responsible for Monitoring: CIS staff member Counselors Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Campus will provide all employees safety training on the A.L.I.C.E. Active Shooter training. Training will then be provided to students.</p> <p>Strategy's Expected Result/Impact: Staff and students will understand procedures and protocol for an Active Shooter.</p> <p>November: Have all staff complete ALICE certification. Have students trained on what ALICE is.</p> <p>January: Continue ALICE drills.</p> <p>March: Have all campus staff ALICE trained by Central Office.</p> <p>June: Staff Responsible for Monitoring: All Staff</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

<p>Strategy 4: Continue to implement No Place For Hate character education campus wide.</p> <p>Strategy's Expected Result/Impact: The campus will have all stakeholders help in improving and maintaining school climate so all students can thrive.</p> <p>November: Select students for the campus committee. Select meeting dates for the year.</p> <p>January: Have meetings for No Place for Hate.</p> <p>March: Share No Place for Hate information at the Parent Night.</p> <p>June:</p> <p>Staff Responsible for Monitoring: Counselors</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 5: Provide counseling and guidance services to at risk students. Specific programming will include CAST small group counseling and TAG SEL weekly lesson through Panarama.</p> <p>Strategy's Expected Result/Impact: Reduced dropout rate.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: FTE - 199 PIC 24 SCE - \$65,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				





Goal 2: Engage parents, industry, and community partners to enrich the experience of students and staff and to establish Seguin ISD as an integral part of the community (Strategic Priority 2).

Performance Objective 1: PARENTAL AND FAMILY ENGAGEMENT: Increase the number of opportunities for teachers and staff to engage in meaningful dialogue with parents and families by 15%.

Evaluation Data Sources: Parent Sign In Sheets





Summative Evaluation: None

<p>Strategy 1: Plan year-long AJB Community Development Series to increase community engagement. On hold due to COVID-19.</p> <p>Strategy's Expected Result/Impact: We will increase the number of events for community members to engage with each other as AJB stakeholders.</p> <p>July: Start AJB Toro Talk weekly Newsletter with important and critical campus information.</p> <p>August: Create teacher introduction videos for Meet the Teacher Night, and post for public consumption on AJB Social Media sites.</p> <p>September: Host Title 1 informational meeting virtually and post video to social medial sites.</p> <p>October: Re-establish Parent Teacher Community (PTC) Organization.</p> <p>November: Conduct at least two parent online sessions for Remote Learners; and post videos for public consumption on AJB Social Media Sites.</p> <p>January: Hold at least one community development event: Title I event.</p> <p>March: Hold two events as part of the community development series: Math and Reading Nights, End of Year Parent Event.</p> <p>Staff Responsible for Monitoring: Principal Community Outreach Team</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2: Provide parent liaison to provide support to parents and families of at risk students. Strategy's Expected Result/Impact: Reduced dropout rate, reduced gap between at risk and non-at risk students as measured by STAAR. Staff Responsible for Monitoring: Principal Funding Sources: FTE - 199 PIC 24 SCE - \$12,000	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				





Goal 2: Engage parents, industry, and community partners to enrich the experience of students and staff and to establish Seguin ISD as an integral part of the community (Strategic Priority 2).

Performance Objective 2: PUBLIC RELATIONS and COMMUNICATIONS: AJB Middle School will increase the number of Facebook followers from 410 to 500 and the number of Twitter followers from 365 to 400.

<p>Strategy 1: Continue to utilize an AJB Middle School official Facebook and Twitter accounts to promote positive events and image.</p> <p>Strategy's Expected Result/Impact: Promote positive events and image of the campus.</p> <p>November: Post at least twice a week in order to share things that are happening at AJB.</p> <p>January: Post at least twice a week in order to share things that are happening at AJB.</p> <p>March: Post at least twice a week in order to share things that are happening at AJB.</p> <p>Staff Responsible for Monitoring: Principal Social Media Coordinator</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: Engage parents, industry, and community partners to enrich the experience of students and staff and to establish Seguin ISD as an integral part of the community (Strategic Priority 2).

Performance Objective 3: PARTNERSHIPS: AJB Middle School will increase the number of business and community partnerships through active participation in community-based opportunities and events by 15%.

<p>Strategy 1: AJB will send encourage community partnerships through events that are part of the AJB Community Development series. On hold due to COVID-19</p> <p>Strategy's Expected Result/Impact: Community members will become engaged in the AJB culture.</p> <p>November: Host community agencies event. Conduct neighborhood walk.</p> <p>January: Conduct neighborhood walk.</p> <p>March: Host end of year event for community members.</p> <p>Staff Responsible for Monitoring: Administration</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Create the conditions in Seguin ISD to recruit, retain and engage employees (Strategic Priority 3).

Performance Objective 1: RECRUIT, RETAIN, AND ENGAGE EFFECTIVE TEACHERS AND ADMINISTRATORS: AJB Middle School will achieve a teacher turnover rate of less than 15% and an administrator turnover rate of less than 10%

<p>Strategy 1: Establish AJB collective commitments with input from all AJB stakeholders. Staff members will nominate peers who are upholding the collective commitments.</p> <p>Strategy's Expected Result/Impact: We will develop a set of collective commitments to outline how we make AJB the place to be.</p> <p>November: Develop AJB collective commitments. Complete levels of agreement activity for each commitment.</p> <p>January: Finalize collective commitments. Begin nominating staff who uphold collective commitments.</p> <p>March: Continue nominating staff who are upholding the AJB collective commitments.</p> <p>Staff Responsible for Monitoring: All AJB Stakeholders</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Lead teachers will provide leadership and professional development for teams.</p> <p>Strategy's Expected Result/Impact: Reduced instructional gap between at risk and non-at risk students as measured by STAAR.</p> <p>Staff Responsible for Monitoring: Principal, Academic Dean</p> <p>Funding Sources: Stipends - 199 PIC 24 SCE - \$25,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Lead teachers and content coordinators will be included on hiring committees for their respective subject areas.</p> <p>Strategy's Expected Result/Impact: Identifying potential candidates that align with campus culture and goals. Hiring prospects were screened for years of experience in order to build strong content knowledge/departments.</p> <p>Staff Responsible for Monitoring: Principal, Lead Assistant Principal, Academic Dean</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4: Establish monthly PLC focused on Teachers Teaching Teachers identified impactful and replicable skills designed to support academic goals on campus for AJB Key Teacher Moves; such as Learning Target(s) and Exit Ticket Alignment, Attention Signals, etc.

Strategy's Expected Result/Impact: Increased academic achievement for students, and better instructional alignment with teachers

Staff Responsible for Monitoring: Principal, Lead Assistant Principal, Academic

TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction - **Comprehensive Support Strategy**

Reviews			
Formative			Summative
Nov	Jan	Mar	June



No Progress



Accomplished



Continue/Modify



Discontinue

State Compensatory

Personnel for A.J. Briesemeister Middle School

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Feuge, Sharon	Dean	SCE	1.0
Friesenhahn, Deborah	Teacher	SCE	.2857
Guadarrama, Angel	Teacher	SCE	1.0
Martinez, Angelina	Teacher	SCE	1.0
Nurse, Winter	Teacher	SCE	.6250
Rangel, Brandy	Teacher	SCE	.8750
Ricks, Brittany	Teacher	SCE	0.5
Wiley, Lyndsey	Teacher	SCE	1.0