

Amarillo Independent School District

De Zavala Middle School

2016-2017 Goals/Performance Objectives/Strategies



Board Approval Date: September 19, 2016

Mission Statement

Graduate every student prepared for success beyond high school.

CORE VALUES

Amarillo ISD has established four core values that specify how we will bring value to our students and community, guide our decision-making process, and help determine the outcome or answer to major issues.

CORE VALUE: STUDENT PERFORMANCE

The district's focus is to improve the academic performance of all the students it serves. Our teaching is aligned to the Texas Essential Knowledge and Skills and focused to meet our students' needs in order to foster the skills necessary for their future success. Learning is evaluated, in part by performance on state assessments, as well as other important student achievements.

CORE VALUE: CUSTOMER SERVICE

Great communities have great schools. Great schools provide quality educational services. They do so by building positive, constructive relationships with students and parents. The individual student is the focus. Rather than treating students as a group, AISD staff will treat each student as an individual with his or her own special set of unique needs and goals. Listening to parent concerns and requests demonstrates a high degree of respect and concern. Providing solutions, when possible, demonstrates the partnership we want with parents.

CORE VALUE: QUALITY STAFF

Student performance and effective district operations are directly related to staff quality. Highly qualified staff plan and deliver appropriate strategies and actions to ensure success. In addition, the district values and understands the benefits of a diverse educational staff and the importance of quality student-adult relationships.

CORE VALUE: COST EFFECTIVENESS

Great communities expect good stewardship of the public resources. Resources will be effectively used in ways that improve student performance and

provide quality experiences that will enhance each child's future.

Belief Statements

Developed by the Amarillo ISD Board of Trustees, June 2006

1. We believe all students can learn given the proper motivation, time and resources.
2. We believe that education is the equalizer in our society and that our schools can and should provide a culture of hope for all children.
3. We believe students benefit when provided appropriate, distraction-free learning environments and personalized instruction.
4. We believe students will rise to meet high expectations and take responsibility for their own learning.
5. We believe all of our students should graduate from high school prepared to earn a living wage or ready to pursue a college education or additional training.
6. We believe decision-making should involve the use of quality data when appropriate.
7. We believe parents should be meaningfully involved with their child's education, and that parents and school share the responsibility to see that children have what they need to be successful in school.
8. We believe schools are an essential part of neighborhood communities and that the community plays a role in the education of its children.
9. We believe resources should be focused on the district's mission to prepare our students for life after high school.
10. We believe classroom lessons that authentically engage students will result in high levels of student learning.

Modified: September 2010

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Goals

Goal 1: AISD will improve the culture of high achievement and academic performance for all students.

Performance Objective 1: Campus 1 - Each of our thirteen reporting areas will increase at least two percentage points in the post-secondary readiness reports of Index IV. This will move the campus average from 64% of the students who are at level 2 Final Recommendation to at least 66%.

Evaluation Data Source(s) 1: STAAR

Summative Evaluation 1:










Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Campus 1 - Departments will utilize campus developed questions through CCP for regular assessment of targeted TEKS in each grade and tested area guiding conferencing, goal setting, feedback, and intervention.		core teachers	STAAR, EOC,				
2) Campus 1 - At least once a six weeks we will spend a PLC day examining the tasks that have been recently assigned to students and the tasks anticipated to be used for the upcoming week. These tasks will be analyzed to determine how they do or do not support students becoming college ready. Adjustments to assignments will be made as appropriate.		core teachers	Task analysis				
3) During collaboration, the targeting and gauging tool will be utilized to develop quality lessons targeting student need.		core teachers	Individual student growth as indicated by testing, STAAR, EOC				
4) Tutoring for at risk failures will be provided during the school day with additional built in supports for at risk student in grades 5 & 8.		5th and 8th core, Nickson	STAAR				
Funding Sources: SCE - 1858.12							
State System Safeguard Strategy Federal System Safeguard Strategy 5) To help SPED students perform better on the STAAR, the SPED teacher will familiarize the students with computer based testing strategies and techniques.		SPED Teacher	RtI time schedule				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: AISD will improve the culture of high achievement and academic performance for all students.

Performance Objective 2: Campus 3 - Each grade will demonstrate a 10% increase in the number of students who are reading on or above grade level.

Evaluation Data Source(s) 2: iStation report

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Campus 3 - We will use guided reading groups in Tier I instruction and RTI to specifically teach reading skills and strategies. In the ELA PLC, we will develop lesson plans to address the deficits in fluency and comprehension. All classes will regularly activate Thinking Strategies.		all core teachers	iStations data				
State System Safeguard Strategy 2) Leveled Literacy Intervention will be used for identified SPED students during RtI		SPED teacher	STAAR results				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: AISD will improve the culture of high achievement and academic performance for all students.

Performance Objective 3: 100% of students in special populations or receiving special services will be identified and supported through daily practice during the 2016-2017 school year.

Evaluation Data Source(s) 3: Subpop growth and gap closure in STAAR, attendance, discipline

Summative Evaluation 3:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Scheduled RTI time will provide core assistance, instruction, and tutoring from teachers and/or peer leaders based upon student need during the instructional day.		all staff	STAAR, EOC				
2) 8th grade students identified as at risk to fail reading or math will be in a Math Lab focusing on weak math skills and skills of organization and/or a reading intervention class focusing on reading and comprehension skills.		8th grade reading & math instructors	Students will complete daily work and pass all classes, STAAR				
Funding Sources: SCE - 18508.24							
3) Dyslexic students will be identified and information will be shared with teachers interacting with identified students. Students will be served with small group instruction.	2	dyslexic coordinator, ELA teachers	Improvement of performance on testing and fluency				
4) Staff will identify at risk students, conference each 6 weeks, and support these students on a daily basis through RTI, and mini lessons in the classroom.		All Staff	STAAR, EOC				
5) Homeless students will be identified during the registration process. All information is sent to the Families in Transition office. Teachers, administrators and counselors will provide support as needed for the identified students.		All Staff	STAAR, EOC				
6) Gifted and Talented students will receive differentiated instruction.		All Staff	Each grade level will identify a core content to plan specific activities for GT students each six weeks.				
7) ELL students will receive intensive reading instruction to assist with vocabulary and reading comprehension. iPads will be checked out to the students with the highest needs.		ELA teachers	TELPAS data				

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

Goal 2: Amarillo ISD will demonstrate fiscal responsibility by operating efficiently and effectively to meet its mission.

Performance Objective 1: 100% of budget expenditures will be calculated and carefully monitored and used at maximum potential prior to March 1, 2017.

Evaluation Data Source(s) 1: Departments will stay within allocated budget(s)

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Money will be allocated to individual departments and department heads will oversee spending based on student/department needs		Summer Hazel, Tara Brown, Lynn Rosa, Kamie Hamilton, Blaine Harris	Money will be monitored and spent on student needs. Review of expenditures of each budget.				
2) All funds will be spent in a timely manner and purchases will meet reasonable and allowable guidelines.		Department Heads and Principal	Budget guidelines				
3) Principal will make final approval of purchases.		Principal	Site-based funds				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 3: Amarillo ISD will work to build positive relationships with its customers in an environment that is safe and student focused.

Performance Objective 1: Campus 2 - LdZ teachers will see a five percent growth (to 63%) in the number of students who demonstrate attributes of the four components of the Profile of a Graduate as compared to the same campus developed teacher survey administered in August 2016.

Evaluation Data Source(s) 1: Teacher survey

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Campus 2 - Each week students in grades 5-8 will be asked to reflect and write about their involvement as thinkers, communicators, collaborators, and contributors.		all teachers	student reflections and teacher EOY survey				
2) Campus 2 - Instructional practices will increase the amount of feedback students receive from fellow students.		all teachers & administrators	2017 Clarity Survey will show a 10% increase in student feedback in the weekly & monthly use.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 3: Amarillo ISD will work to build positive relationships with its customers in an environment that is safe and student focused.

Performance Objective 2: 100% of staff will be trained and implement the practices of PBIS and consistent disciplinary practices to ensure a quality learning environment. Off campus DAEP placements will be less than 1% of the student population.

Evaluation Data Source(s) 2: Students placements in ISS, AEP, discipline data and success from remaining in class.

Summative Evaluation 2:


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Routinely recognizing students who take ownership of the campus discipline system. Celebrate success with Pack Attack.		All staff	Pack attack attendance will increase with fewer repeat students being unable to attend.				
2) Staff will lead students in building campus spirit through formal involvement and recognition of student groups to enhance student pride and involvement.		all staff	increased involvement in UIL academics, band, choir, orchestra, and support and knowledge of organizations within our school and their successes				
3) Monitor discipline reports each six weeks to determine if there is over representation of some ethnic groups or special education students being placed in ISS, OSS or AEP.		Principal & assistant principal	discipline reports				
4) Multiple faculty members will receive Handle with Care training to ensure campuses use proper restraint techniques.		Administrators, administrative assistant, ISS monitor, and ACC faculty & staff	successful course completion and appropriate implementation				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 3: Amarillo ISD will work to build positive relationships with its customers in an environment that is safe and student focused.

Performance Objective 3: 100% of students will be provided transition activities prior to change of upcoming school year with support moving both into and out of our school.

Evaluation Data Source(s) 3: 100% of parents and students will feel prepared and equipped for transitions to grades four and nine.

Summative Evaluation 3:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) 5th grade students will attend a 2 day and one night outdoor education program focusing on building relationships, team building, educational lessons, and working together.		Assistant Principal & 5th staff	100% of parent/student feedback will be positive with students having greater school ownership and commitment to a positive campus culture.	✓	✓	✓	✓
Funding Sources: 915 Campus Activity Funds - 300.00							
2) 100% of 8th grade students will meet individually with the campus counselor to explore high school options and plan schedule. Students will tour a college campus under guidance of the institution.		Counselor and 8th grade teachers	100% of students will fully understand schedules and planning as they enter high school as indicated through meeting with the counselor.	○	◐		
3) High School counselors will come to our campus and work with 8th grade students to focus on schedule and transition needs. Cruising with Tascosa and parent transition meetings at the high school will also be communicated with students and their families.		Brandy Bishop	100% of students will fully understand schedules and planning as they enter high school as indicated through meeting with the counselor.	○	○		
4) Counselor will prepare guidance lessons for all grades in the areas of higher education and career choices.		Brandy Bishop, Shannon Denniston, & Jennifer Cabe	Students can articulate knowledge of career options and have increased awareness.	○	◐		
							





Goal 3: Amarillo ISD will work to build positive relationships with its customers in an environment that is safe and student focused.

Performance Objective 4: 100% of staff and students will be educated in making healthy lifestyle and higher education choices through a variety of initiatives in the 2016-17 school year.

Evaluation Data Source(s) 4: Per survey and data, 100% of students will make wise and healthy choices.

Summative Evaluation 4:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) 100% of students will participate in Fitnessgram testing to determine fitness levels.		PE teachers	Fitnessgram results				
2) Counselor will train staff on bullying, conflict resolution, prevention of physical/verbal aggression, CPS procedures, signs of suicide, depression, or sexual abuse in students, and social media awareness.		Brandy Bishop & Jennifer Cabe	Staff is equipped to professionally respond to students in need being as proactive as possible.				
3) Harassment definition, protocols, and expectations will be shared through guidance counseling instruction for students in grades 5-8. Dealing with dating violence and sexual harrassment will be implemented and shared for students in grades 6-8.		Counselors	Discipline and dating violence data				
4) Drug and violence prevention lessons will be taught by counselors in October guidance using multiple resources. And will continue embedded lessons into other guidance activities when appropriate.		Brandy Bishop & Jennifer Cabe	Student surveys				
5) Following district protocol working with pregnant students and parents will be adhered to as needed. Students will be referred to the PRS program if needed.		Brandy Bishop	Success and services provided to students in need				
6) All 7th grade students will participate in career classes with focus on higher education and career options. 7th grade students will also participate in a campus career fair.		Denniston,Bishop , Cabe	Students planning for high school, college, and career				
7) Students new to de Zavala will preview slideshow of campus culture and expectations with parents upon enrollment and be supported in a regularly meeting NEWCOMER's club.		Counselors	discipline data, teacher observation, parent & student feedback				

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

Goal 4: Amarillo ISD will ensure that our teachers work in environments conducive to their growth and that they meet highly qualified standards.

Performance Objective 1: 100% of instructional personnel will be highly qualified in the 2016-2017 school year.

Evaluation Data Source(s) 1: AEIS Report, PEIMS,

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative		Summative	
				Oct	Jan	Apr	July
1) Collaboration time and faculty meetings will be utilized as venues to maintain focus and increase learning of professional staff.		Principal	Agendas				
2) Teachers will attend daily collaborations, districts trainings, cadres, and additional meetings to continue professional learning.		Principal	Implementation of attended trainings and student success.				
3) Technology trainings will be ongoing throughout the year with co-teaching available for all professional staff.		Librarian	TEchnology impementation in classrooms				
4) Ongoing training and staff development will be provided in areas of GT ,ESL, autism, ADHD and improving performance of at risk students.		Principal	Fewer discipline referrals, STAAR data,				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 4: Amarillo ISD will ensure that our teachers work in environments conducive to their growth and that they meet highly qualified standards.

Performance Objective 2: For the 2016-2017 school year, de Zavala will seek highly quality teaching candidates to ensure 100% of the staff is highly qualified.

Evaluation Data Source(s) 2: all staff highly qualified

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Jan	Apr	July
1) Work with personnel department to utilize district protocol in order to target and hire highly qualified staff.		Principal	100% of staff is highly qualified				
2) Support first year teachers with a mentor and an opportunity to observe veteran teachers on our campus.		Administrator	T-TESS EOY conferences				
3) de Zavala will involve department heads when hiring core teachers and high performing teachers for non-core teachers		Department heads, administrators	T-TESS EOY results				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	5	To help SPED students perform better on the STAAR, the SPED teacher will familiarize the students with computer based testing strategies and techniques.
1	2	2	Leveled Literacy Intervention will be used for identified SPED students during RtI

Federal System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	5	To help SPED students perform better on the STAAR, the SPED teacher will familiarize the students with computer based testing strategies and techniques.