

**Birdville Independent School District**  
**North Richland Middle School**  
**2022-2023 Formative Review**



# Mission Statement

North Richland Middle School is committed to building a foundation of excellence in all students by fostering academic, social, and emotional success today, in order to create their future.

## Vision

At NRMS, we will be the difference-makers in our students' futures.

## Core Beliefs

1. We create an environment where students and parents feel cared about, valued, welcome, and have a sense of belonging.
2. We teach students to take risks, to be comfortable with the prospect of failure, to learn from their mistakes, and to not be discouraged by them.
3. We embrace new challenges as opportunities for growth.
4. We build strong relationships to foster social, emotional, and academic growth.
5. We treat all students with respect, regardless of race, religion, sexual orientation, disability, or economic status.
6. We achieve academic potential through a shared culture of good citizenship and the ongoing pursuit of excellence.
7. We model and teach respect, acceptance, cooperation, empathy, and kindness.
8. We show excitement and knowledge about the learning process.
9. We show pride and ownership of our campus.
10. We are empowered to create unique, memorable, and personal experiences to encourage parent involvement and student success.
11. We own and immediately resolve problems and model self-accountability by being solution-seekers, not problem-finders.

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# Goals



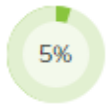






**Goal 1:** Students will achieve their full potential through a system that is responsive to the academic, social, and emotional needs of the student.

**Performance Objective 1:** All students will make at least one year's progress in reading and mathematics literacy between the beginning and end of year.

## HB3 Goal

**Evaluation Data Sources:** STAR 360 Lexile Data





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Literacy focus through Tier 1 priorities across all content areas. <b>Actions:</b> A) Oversee the use of district literacy initiative . B) Utilize campus leadership to provide professional development around literacy C) Use walk through data to collect data on the use of literacy instruction in classrooms D) Provide feedback to teachers to support literacy use district literacy initiatives. E) Implement strategies from Suzie Pepper Rollins Learning in the Fast Lane to improve vocabulary usage. F) Assist teachers with collecting data on the use of literacy strategies and differentiation of instruction G) Provide appropriate support for teachers on the use of literacy strategies across contents to support learning for all students. <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team (includes Department heads, admin and academic coach)  <b>Title I:</b> 2.4 <b>Funding Sources:</b> Instructional Coach - 255 - Title II - \$72,839	Formative			Summative
	Nov	Jan	Mar	June
				





Strategy 2 Details		Reviews			
<b>Strategy 2:</b> Support co-teach and Newcomers to ensure that specialized programs are aligned to general education Tier 1 Instruction and literacy focus. <b>Actions:</b> A) Provide training to general education teachers to support the learning of students receiving specialized services B) Provide training on resources to support literacy instruction for students receiving specialized services C) Provide training to staff to ensure use of district RtI procedures for students in specialized services D) Utilize the district Language Acquisition Coach to ensure training of resources and instruction for students in specialized services. E) Ensure training for all staff in literacy instruction and strategies that is aligned to specialized services program <b>Staff Responsible for Monitoring:</b> Administrative Leadership team (includes Department Heads, Admin and Academic Coach)  <b>Title I:</b> 2.4, 2.6 <b>Funding Sources:</b> Intervention Personnel - 199 - General Funds: SCE, Instructional Coach - 255 - Title II		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Expand campus CIR cohort for increased rigor and relevance when designing student performance task. <b>Actions:</b> A) Provide training to cohort teachers on the rigor and relevance framework B) Increase CIR Cohort to include 3 additional teachers first semester C) Utilize CIR rubric on rigor, relevance and engagement during lesson planning process. D) Cohort teachers will continue growth of CIR process across campus. E) Provide campus wide CIR training to utilize during the planning process F) Utilize Academic Coach and department cohort teachers to provide support to new staff on rigor, relevance and engagement G) Utilize cohort teachers to continue additional training and support needs through PLC. <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team (Included Department Heads, Admin and Academic Coach)  <b>Title I:</b> 2.4, 2.6 <b>Funding Sources:</b> Instructional Coach - 255 - Title II		Formative			Summative
		Nov	Jan	Mar	June
					
 No Progress  Accomplished  Continue/Modify  Discontinue					



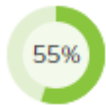
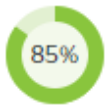
**Goal 1:** Students will achieve their full potential through a system that is responsive to the academic, social, and emotional needs of the student.

**Performance Objective 2:** Close achievement gaps that exist for all under-performing groups as measured by STAAR, PBMAS, and district CBA assessments.

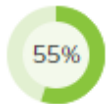





**HB3 Goal**

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continued use of ELlevation software in all content areas and SIOP strategies. <b>Actions:</b> A) Provide training on ELlevation for all content teachers B) Provide training on SIOP strategies during PLC for all content teachers C) Utilize ELlevation data to provide information on students to enhance instruction. D) Provide support for teachers on instructional strategies of ELL learners through PLC Coaching and individual coaching <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team, ELL Coach, Department Heads, Academic Coach  <b>Title I:</b> 2.4, 2.5 <b>Funding Sources:</b> Instructional Coach - 255 - Title II	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implementation of STEM inquiry through PBL's across Science and Math classrooms. <b>Actions:</b> A) Ensure all math and science teachers are STEM certified. B) Provide training on Defined Learning PBL to all staff members C) Provide coaching on STEM domain's for teachers completing certification process D) Utilize STEM rubric to calibrate teachers implementation of domains within instruction through walk through data. E) Develop STEM PLC with department heads to provide support on area's of need based on data F) Develop STEM cross curricular units to begin whole campus STEM implementation. <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team (includes Department Heads, Admin and Academic Coach), Math and Science Teachers, Content Coordinators  <b>Title I:</b> 2.4, 2.5, 2.6 <b>Funding Sources:</b> Instructional Coach - 255 - Title II	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Align specialized services to general education Tier 1 instruction to enhance student performance as appropriate to individual student needs. <b>Actions:</b> A) Standardize processes for making decisions regarding programming, assessment, supports and accommodations for all students receiving specialized services B) Provide necessary resources to implement Tier 1 priorities for students receiving services in specialized settings as appropriate to individual student need C) Provide training to general education teachers to support the learning of students receiving specialized services D) Provide information to staff, parents and community about specialized programs <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team, ELL Coach, Content Coordinators, SPED Coordinator  <b>Title I:</b> 2.4, 4.2  <b>Funding Sources:</b> Instructional Resources - 211 - Title I - \$14,705		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 4 Details		Reviews			
<b>Strategy 4:</b> Create campus plan to build a responsive learning environment to close learning gaps and create learning opportunities for students <b>Actions:</b> A) Create cohort of teachers to participate in Culturally Responsive Teaching Training B) Collect data on changes in students progress due to professional development. C) Use cohort teachers to provide coaching cycle for teachers during PLC. D) Utilize cohort to continue work with new teachers on CRT. E) Provide new teachers online CRT course and coaching cycles <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team (includes Department Heads, Admin and Academic Coach)  <b>Title I:</b> 2.4, 2.6  <b>Funding Sources:</b> Instructional Coach - 255 - Title II, Campus Personnel - 199 - General Funds: SCE - \$365,554		Formative			Summative
		Nov	Jan	Mar	June
					



Strategy 5 Details		Reviews			
<b>Strategy 5:</b> Enlist community and business partners to assist in providing support to students and families <b>Actions:</b> A) Collaborate with PTA and ASPIRE to schedule and host school-wide events in order to increase parent involvement, such as parent education classes. B) Identify and communicate the needs of the student population and their families with community partners C) Design and implement a Family and Parent Engagement Policy D) Host a Title I Meeting E) Develop and give a campus parent survey <b>Staff Responsible for Monitoring:</b> Administration Leadership Team, ASPIRE Coordinator  <b>Title I:</b> 4.1, 4.2 <b>Funding Sources:</b> Family Engagement - 211 - Title I - \$1,445		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 6 Details		Reviews			
<b>Strategy 6:</b> Utilize resources to provide personnel, technology and instructional materials in order to close achievement gaps in core content areas. <b>Actions:</b> A) Hire necessary staff to meet HB4545 and RtI of all students B) Provide instructional materials for staff as needed C) Evaluate technology needs <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team  <b>Title I:</b> 2.4 <b>Funding Sources:</b> Personnel - 211 - Title I - \$111,082, Instructional Resources - 211 - Title I - \$29,000, Professional Development - 211 - Title I - \$3,000, ESSER Tutors - ESSER - \$17,898		Formative			Summative
		Nov	Jan	Mar	June
					











Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Utilize district resources to close gap in student performance on STAAR Social Studies. <b>Actions:</b> A) Utilize classroom observations, feedback, and resources from Social Studies team in the areas of active engagement, vocabulary best practices, and instructional alignment. B) Collaborate with district content coordinator to provide the Social Studies PLC with professional learning and support around active vocabulary strategies and document analysis strategies, as well as assessment design and utilizing results to drive instruction. C) Provide Social Studies teachers with training and support for the creation of STAAR 2.0 new item types, as well as the use of local item banks. D) Monitor student progress through Social Studies common assessments, CBAs, and interim assessments, and facilitate PLC data meetings to discuss instructional implications of data. <b>Staff Responsible for Monitoring:</b> Administration, Campus Coach, Social Studies Coordinator	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Students will achieve their full potential through a system that is responsive to the academic, social, and emotional needs of the student.







**Performance Objective 3:** Students will display dispositions indicative of high levels of social-emotional development as measured by a district administered survey of student perceptions

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensuring at-risk students remain engaged in school <b>Actions:</b> A) Provide appropriate interventions and support for students in danger of not completing high school on the recommended or distinguished plan within four years. B) Investigate a plan to provide increased flexibility and personalization for students attending DAEP C) Utilize SRO officer to provide additional resources for students D) Provide opportunities to prepare for postsecondary possibilities through college visits. <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement programs and create conditions and expectations for students to be involved in co-curricular and extra curricular activities <b>Actions:</b> A) Coordinate co and extra curricular activities along with community activities B) Review data of extra curricular enrollment to determine effectiveness of program C) Review participation of community activities <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team, Teacher Sponsors  <b>Title I:</b> 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement programs that provide students opportunities outside the classroom to engage their interests. <b>Actions:</b> A) Implement programs the develop students interest outside the curriculum based on students interest B) Provide opportunities for students with Character Strong Curriculum C) Develop leadership and leadership skills across the campus to improve students social and emotional wellness D) Provide technology for students to pursue their interest and increase their learning opportunities. <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team, Counselors  <b>Title I:</b> 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				







**Goal 1:** Students will achieve their full potential through a system that is responsive to the academic, social, and emotional needs of the student.

**Performance Objective 4:** Reduce the number of students assigned to behavior RtI tiers 2 and 3.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement and monitor Behavior RtI process <b>Actions:</b> A) Implement the campus behavior RtI process b) Train staff on Behavior RtI process C) Align campus discipline with PBIS team suggestions D) Implement Campus wide Restorative Discipline plan, and communicate 3 year plan with staff. E) Train staff in Restorative Practices and Conscious Discipline. F) Monitor students assigned to DAEP and return to campus. <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team, Behavior Facilitator, Diagnostician, LSSP, PASS staff	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				







**Goal 2:** The system will utilize efficient and effective operations to support and improve the learning organization.

**Performance Objective 1:** Increase the annual total average daily attendance (ADA) as compared to the prior school year, through improved student retention, recruitment, and days in attendance.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increase student and staff attendance <b>Actions:</b> A) Ensure that our campus designs and implements improvement plan strategies to increase student attendance. B) Ensure that our campus designs and implements improvement plan strategies to increase staff attendance. C) Utilize resources to reward students for increased attendance to raise attendance to 96% D) Utilize resources to increase staff morale to increase staff attendance. <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				







**Goal 2:** The system will utilize efficient and effective operations to support and improve the learning organization.

**Performance Objective 2:** Use continuous improvement to identify and improve operations and outcomes in every department and campus.

Strategy 1 Details	Reviews			
<b>Strategy 1: Campus Continuous Improvement</b> <b>Actions:</b> A) Expand continuous improvement implementation include additional elements and tools. B) Utilize PLC to provide professional development on continuous improvement in the classroom through Department Heads. C) Monitor implementation of Continuous Improvement implementation in the classrooms. D) Align PGSLO for teachers with continuous improvement. E) Use PDSA to evaluate campus programs F) Monitor PDSA through intentional data meetings with Admin to monitor growth on reassessment of needed content. <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team, Content Coordinators, Department Chairs	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				







**Goal 3:** All students and staff will learn and work in a safe and responsive environment.

**Performance Objective 1:** Increase the percentage of students and staff who report feeling safe at school.

Strategy 1 Details	Reviews			
<b>Strategy 1: Collect perception data from students on safety at school.</b> <b>Actions:</b> A) Collect data from students on school safety B) Analyze data to identify areas of improvement C) Implement strategies to address areas of need D) Communicate safety drill expectations to all students E) Participate in monthly safety drills <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				







**Goal 3:** All students and staff will learn and work in a safe and responsive environment.

**Performance Objective 2:** Reduce the cost of accidents resulting in workers' compensation claims by 10% over the previous year and reduce the number of work days lost each year due to accidents occurring on the job by 10%.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Review district data about safety <b>Actions:</b> A) Complete safety training as provided by district B) Complete monthly safety walks of campus C) Utilize data from safety walks and safety audits to make improvements <b>Staff Responsible for Monitoring:</b> Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** All students and staff will learn and work in a safe and responsive environment.

**Performance Objective 3:** The campus will meet all compliance requirements for improvement planning.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize CIP to focus campus improvement with students and staff <b>Actions:</b> 1. Utilize PDSA to evaluate and communicate programs to student, staff, and community members. 2. Monitor growth towards meeting safety goals and academic growth. <b>Staff Responsible for Monitoring:</b> Administrative Leadership Team (includes Department Heads, admin, and Academic Coach)	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				