



# **NEEDVILLE MIDDLE SCHOOL**

**Campus Improvement Plan  
2008-2009**

## **VISION**

**To become an exemplary campus in which every child achieves to his or her maximum ability through rigorous, engaging curriculum and systems of support that cultivate the potential and promote the well-being of every individual child.**

## **MISSION**

**Needville Middle School strives to create an environment where students reach their full potential and become productive, successful citizens.**

Approved by Board of Trustees:



# Needville Independent School District Needville Middle School

**Curtis W. Rhodes**, Superintendent of Schools

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## Purpose of Campus Improvement Plan

The Campus Improvement Plan (CIP) guides the campus in effective campus improvement planning for establishing a school campus of excellence both in academic programs and performance, as well as in financial and facility planning and campus operations. This plan is established through a collaborative process of input and feedback from the members of the Campus Advisory Council (CAC), campus staff, and the Principal.

Improved student performance at NMS is defined as meeting or exceeding state standards for all student groups in a campus context that promotes excellence in all areas. Together, the principal, along with campus staff, teachers, other non-teaching staff, business representatives, parents, and community members will:

- \* assess educational outcomes of all students
- \* establish performance objectives
- \* provide strategies and activities
- \* continuously monitor the components of the plan to improve student performance for all students

The long range goals of the District Improvement Plan (DIP) provide direction and concentrated focus for the district. In turn, at the campus level, the Campus Advisory Committee (CAC) develop a Campus Improvement Plan (CIP) that is linked to the goals and objectives of the DIP.

## NMS Population

### Student Population

Middle School- 371 students

### Class Size Averages

Grade 5- 18.2      Grade 6- 18.9

### Student Ethnicity (Percentages represent ethnicity of the diverse NMS student body)

Hispanic 37.5%	White 58.5%	Asian 0.3%	Black 3.8%	Native American 0.0%
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Eco Disadv. 31.0%	LEP 5.4%	At Risk 32.3%	Sp. Ed 12.4%	G.T. 5.1%
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### Faculty & Staff (Based on full time equivalents)

Teachers	23.8	Professional Support	3.0
Campus Administrative	2.0	Educational Aides	10.0

### Total Personnel by Ethnicity

White	98.4%	Hispanic	0.0%
Black	1.6%	Other	0%

### Average Years Experience of Teachers

Campus: 14.8      District: 14.4      State: 11.3

### Average Years Experience of Teachers With District

Campus: 10.3      District: 9.9      State: 7.5

### Number of Teachers by Years of Experience

Over 20 Years Experience	27.5%	11-20 Years Experience	39.4%
6-10 Years Experience	21.6%	1 – 5 Years Experience	11.5%
Beginning Teachers	5.8%		

### Teacher Salary Range

Average Teacher Salary \$44,337      Beginning Average Salary \$39,047  
 Over 20 Years Teacher Average Salary \$51,011

### Student / Teacher Ratio

15.6 to 1

## NMS – Student Performance

*{adapted from DRAFT State of the District 2006-07 Report, Academic Excellence Indicator System Report (AEIS)}*

### 2007 District Texas Assessment of Knowledge & Skills (TAKS) Results by Accountability Groups Grades 5-6 Combined Total % of Students Meeting Standards

Student Group	Reading/ Language Arts	Math	Science
All Students – English	97%	97%	93%
African American	83%	99%	83%
Hispanic	93%	94%	85%
White	99%	98%	98%
Economically Disadvantaged	95%	96%	85%
Limited English Proficient	99%	99%	63%
Special Education	88%	89%	56%



Exemplary



Recognized



Acceptable



Unacceptable

## NMS Accomplishments – Student Performance

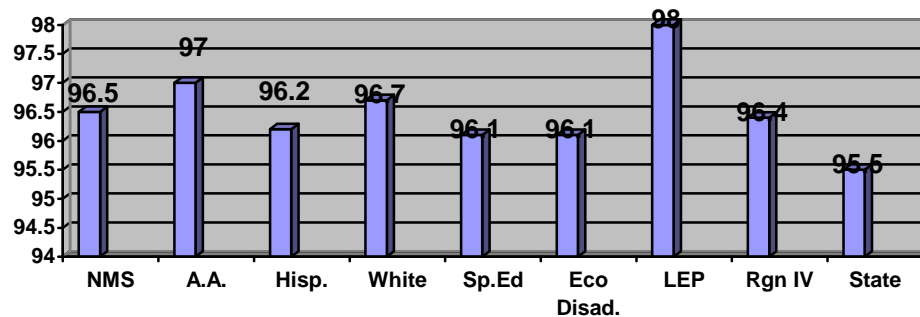
(adapted from DRAFT State of the District 2006-2007 Report, Academic Excellence Indicator System Report (AEIS))

### MAJOR FINDINGS

**Overall attendance at NMS was better than either the region or state.**

*Note: This AEIS indicator is one year behind the AEIS report year.*

This percent of student attendance was calculated for the entire year (2005-06) for grades 1-12. For acknowledgement on 2005-06 Attendance Rates, a school district must reach at least 96.0%.



NMS continues to progress.

Student performance continues to be a significant priority to the campus. The Texas Assessment of Knowledge and Skills (TAKS) is a completely comprehensive testing program. TAKS

- includes more of the Texas Essential Knowledge and Skills (TEKS) than did the Texas Assessment of Academic Skills (TAAS)
- tests students on more grade levels and
- attempts to ask questions in more authentic ways. Current TAKS data suggest future performance on state tests as the district continuously makes adjustments to meet/exceed the higher standards.

# NMS Accomplishments – Student Performance

## MAJOR FINDINGS

**90% of Grade 5 students met Texas Assessment of Knowledge and Skills (TAKS) standards in reading and 98% of Grade 5 students met Texas Assessment of Knowledge and Skills (TAKS) standards in math on the first administration.**

Grade 5 students who did not pass the Texas Assessment of Knowledge and Skills (TAKS) Reading test during the first administration (February) and Math test (April) must be provided accelerated instruction in preparation for the second administration in April and May. NISD is better than both Region IV and State in having a lower % of grade 5 students *who have not met* the Texas Assessment of Knowledge and Skills (TAKS) standard:

**Students Requiring Accelerated Instruction (%)**

Year	NMS	NISD	State
2007-Reading	10%	10%	18%
2007-Math	2%	2%	15%

**TAKS Cumulative % Met Standard (March & April)**

Year	NMS	NISD	State
2007-Reading	97%	97%	90%
2007-Math	99%	99%	91%

### **Improving TAKS performance continues.**

The campus offers a variety of professional development to campus staff in order to meet the needs of NMS students. These professional opportunities develop the concept of differentiating instruction so that the diverse needs of students can be met.

Coupled with professional development, Needville Middle School offers a variety of services that address special education students, Bilingual/English as a Second Language (ESL) students, Gifted Talented (G/T) students, new immigrants, and at-risk students.

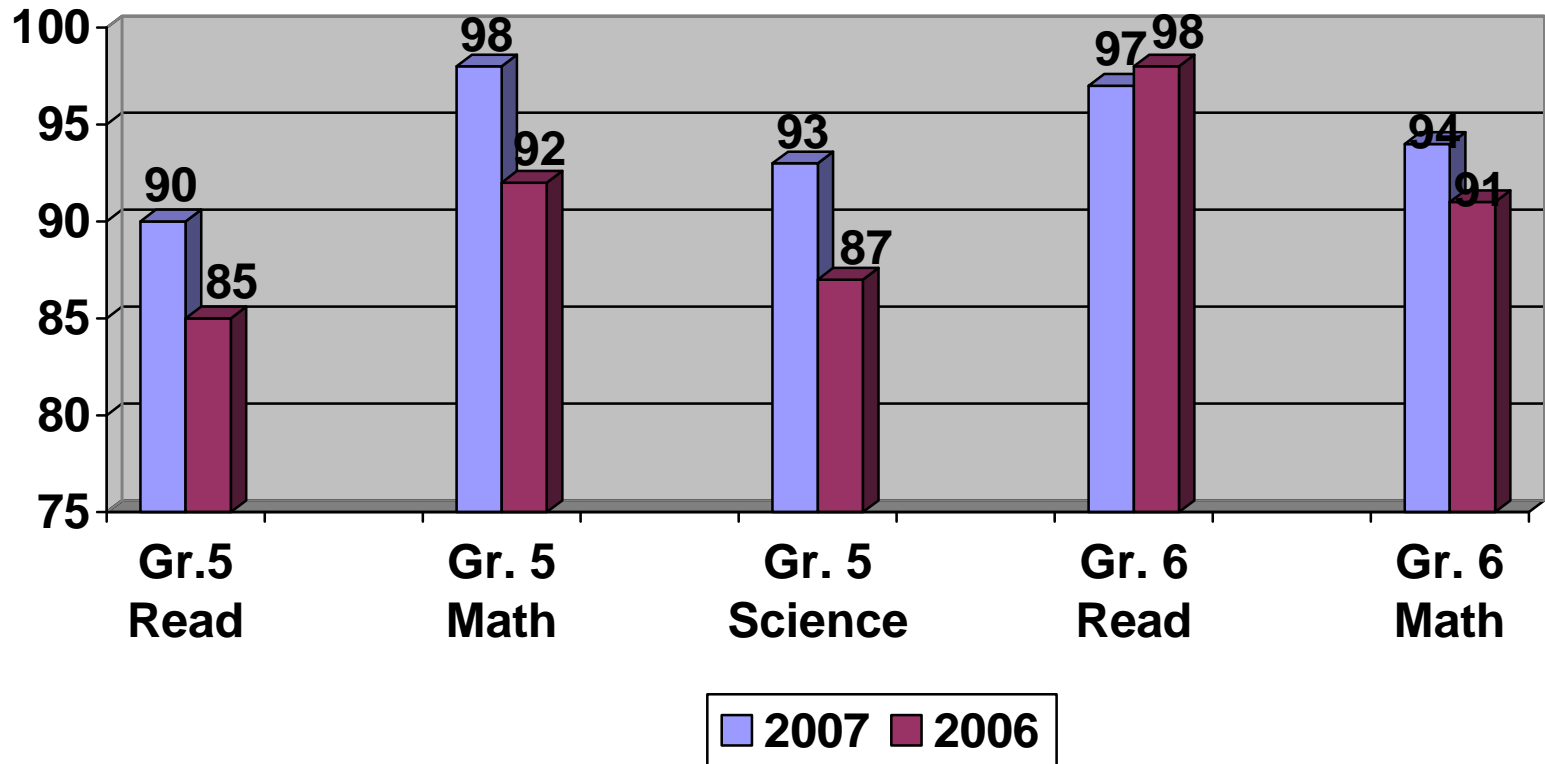
As indicated by the *Major Findings* of the next few pages of graphics, student performance continues to improve.

## NMS Accomplishments – Student Performance

*(adapted from DRAFT State of the District 2006-07 Report, Academic Excellence Indicator System Report {AEIS})*

### MAJOR FINDINGS

#### Texas Assessment of Knowledge and Skills (TAKS) – All Students

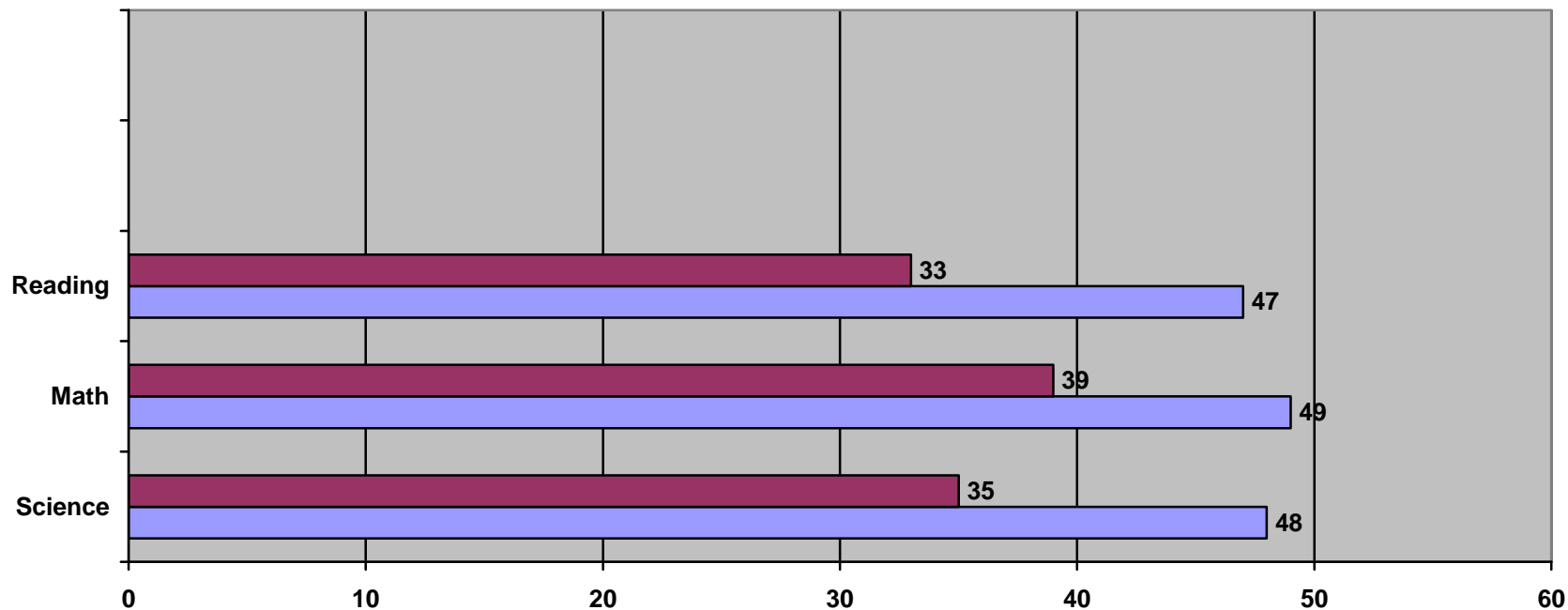


Grade level performance is above 90% in each subject

# NMS Accomplishments – Student Performance

*(adapted from Academic Excellence Indicator System Report {AEIS})*

**2007 Texas Assessment of Knowledge & Skills (TAKS)  
Commended Performance (%)  
Sum of All Grades Tested – All Students**



	Science	Math	Reading		
■ 2006	35	39	33		
■ 2007	48	49	47		

■ 2007 ■ 2006

**Commended rates of NMS students increased in every subject tested.**

## NMS Accomplishments – Student Performance

*(adapted from Academic Excellence Indicator System Report {AEIS})*

### MAJOR FINDINGS

#### Texas Assessment of Knowledge & Skills (TAKS) Performance Comparison

This chart illustrates NMS scores in comparison to Region IV and State scores. TAKS is a state-mandated, criterion-referenced test which measures student achievement in Reading at grades 3 through 9; English Language Arts (ELA) at grades 10 and 11; Writing at grades 4 and 7; Science at grades 5, 8, 10, and 11; and Social Studies at grades 8, 10, and 11. Passing rates, or “Met Standards” rates are based on scale scores that vary from test to test. These scores (% of students passing) are from Spring 2007 administration.

Grade 5-6	Subject	NMS	Region	State
	Reading/English Language Arts (ELA)	97	94	88
	Mathematics	97	83	77
	Science	89	73	66
	TAKS I (included in appropriate test areas)	Included	Included	Included
	All Tests	90	75	67

Grade 5-6 Commended	Subject	NMS	Region	State
	Reading/English Language Arts (ELA)	47	46	30
	Mathematics	49	26	25
	Science	48	N/A	19
	All Tests	31	19	13

#### NMS NEED - State Developed Alternative Assessment (SDAA) Performance

This test assesses special education students in grades 3-8 who are receiving instruction in the (TEKS) but for whom TAKS is an appropriate measure of their academic progress as determined by the Admission, Review, Dismissal (ARD) Process.

Met Admission, Review, Dismissal

Year – 2007

NMS – 78%

Region – 91%

State – 89%

# NMS NEEDS ASSESSMENT

## Student Performance 2006 – 2007 Goal

NMS will be an exemplary campus as defined by the State Accountability Standards of the Academic Excellence Indicator System (AEIS).

### Introduction

The State Accountability Standards of the Academic Excellence Indicator System (AEIS) include meeting state expectations for the Texas Assessment of Knowledge and Skills (TAKS), the State Developed Alternative Assessment (SDAA), as well as the standards for Completion Rate and Drop-Out Rate:

**The 2008  
State Accountability Standards**

**The TAKS and SDAA\* standards for all  
subjects and all accountability groups for:**

- \* Exemplary—90%
- \* Recognized—75%
- \* Acceptable
- \* Reading/ELA, Writing,  
Social Studies: 65%
- \* Mathematics: 45%
- \* Science: 40%

\*SDAA at the All  
Students' group only

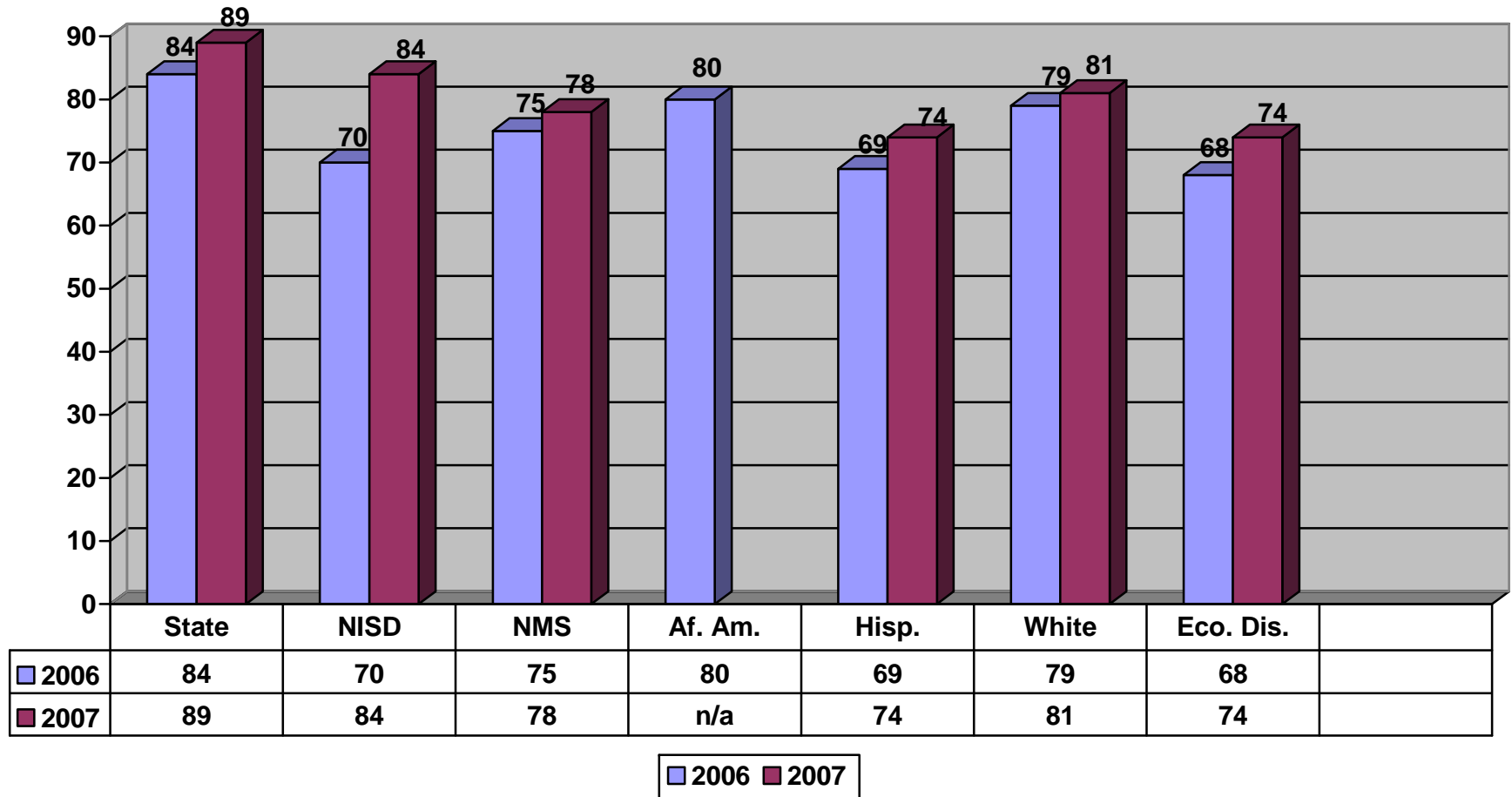
Recognized & Exemplary  
All schools Acceptable or  
Higher

## Needs Assessment

*(adapted from Academic Excellence Indicator System Report {AEIS})*

### 2007 State Development Alternative Assessment (SDAA) Performance Sum of Grades 5-6

[% State Development Alternative Assessment (SDAA) Tests Meeting  
Admission Review Dismissal (ARD) Expectations]



Percentage of Special Education students meeting ARD expectations has decreased in all student groups except African American.

## Needs Assessment

To be exemplary, all student groups and subject areas must be at or above 90%. The following charts indicate which grade levels, subjects, and student groups need to be targeted by the campus to meet the recognized standard. Shown below are **State Accountability Groups** for Grades 5-6 combined showing **Reading** scores.

**2007 TAKS Results by Accountability Groups [Grades 5-6 at Panel Recommendation Level\*]**

### Reading

Grade Level	All Students	African American	Hispanic	White	Eco. Disadvantaged
Grade 5	90	83	85	94	87
Grade 6	97	83	93	99	94

Exemplary    
  Recognized    
  Acceptable    
  Un-acceptable

### Mathematics

Grade Level	All Students	African American	Hispanic	White	Special Ed.	LEP	Eco. Disadv.
Grade 5	98	99	98	98	78	88	98
Grade 6	94	99	90	97	89	99	92

Exemplary    
  Recognized    
  Acceptable    
  Unacceptable

# Need Assessment

## Science

Grade Level	All Students	African American	Hispanic	White	Special Ed.	LEP	Eco. Disadv.
Grade 5	93	83	85	98	56	63	85



Exemplary



Recognized



Acceptable



Unacceptable

## Needs Assessment

To be exemplary, all student groups and subject areas must be at or above 90%. The following charts indicate which grade levels, subjects, and student groups need to be targeted by the campus to meet the exemplary standard. Shown below are **State Accountability Groups** for all Grades 5-6 combined.

**2007 TAKS Results by Accountability Groups [Grades 5-6 Combined]**

Student Group	SDAA	Reading/ELA	Math	Science
All Students	78	97	97	93
African American	n/a	83	99	83
Hispanic	74	93	94	85
White	81	99	98	98
Eco. Disadvantaged	74	95	96	85
LEP	58	99	99	63
Special Education	78	88	89	56



Exemplary



Recognized



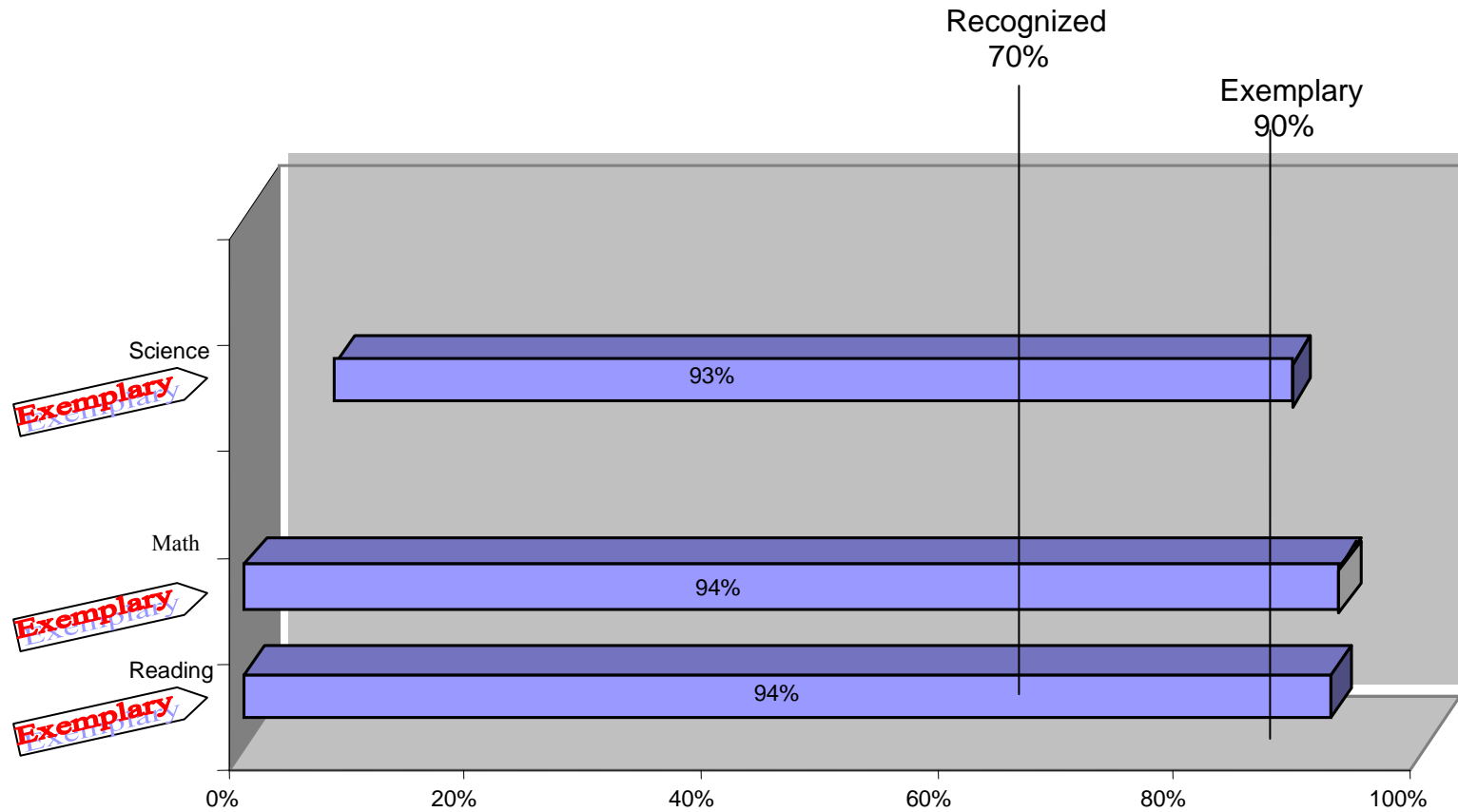
Acceptable



Unacceptable

# NMS TARGETS

The graphic below shows what is needed for the campus to meet Exemplary standard.



# **Needville Independent School District Needville Middle School**

## **Mission Statement**

***Needville Middle School strives to create an environment where students reach their full potential and become productive, successful citizens.***

## **Vision**

***To become an exemplary campus in which every child achieves to his or her maximum ability through rigorous, engaging curriculum and systems of support that cultivate the potential and promote the well-being of every individual child.***

## **Standards of Belief**

***High Expectations for Everyone  
Teaching and Learning for Everyone  
Respect for Everyone***

# **Needville Middle School Goals and Objectives 2007-2008**

## **Strategic Goals**

**Strategic Goal 1: To reach exemplary status through excellence in academic achievement.**

**Strategic Goal 2: To increase the awareness of cultural diversity with the changing demographics of Texas**

**Strategic Goal 3: To create a positive, safe environment that is conducive to learning.**

**Strategic Goal 4: To provide adequate facilities to enhance student learning at all levels.**

## **Campus Improvement Goals**

**Campus Goal 1: Needville NMS will have an Exemplary rating by 2009(SG 1)**

**Campus Goal 2: Needville NMS will improve home/community involvement within the campus. (SG 2)**

**Campus Goal 3: Needville NMS will provide opportunities to enhance instruction through more effective staff development. (SG1)**

**Campus Goal 4: Needville NMS will provide a safe school environment conducive to student achievement. (SG3) and (SG4)**

# **Needville Middle School Goals and Objectives 2007-2008**

**Campus Goal 1: Needville NMS will have an Exemplary rating by 2009(SG 1)**

**Objective 1: Highly qualified staff: by the end of 2007-2008, all students will be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals according to No Child Left Behind (NCLB)**

**Objective 2: Ensure all Needville NMS special programs are in compliance with program effectiveness by providing staff development to all NMS staff.**

**Objective 3: Meet the Adequate Yearly Progress (AYP) objective for TAKS mathematics and English/Language Arts (ELA) for all subgroups and increase performance in TAKS mathematics, English/Language Arts, science and social studies to Exemplary scale.**

**Objective 4: Meet the annual percent tested threshold of 95% for all subgroups and tests each year.**

**Objective 5: Meet or exceed the annual student attendance rate threshold of 96.0% each year.**

**Objective 6: Increase the student completion rate by 4.9 % to attain 95%.**

**Objective 7: Increase performance on all other assessments.**

# **Needville Middle School Goals and Objectives-Continued**

**Campus Goal 2: Needville NMS will improve home/community involvement within the campus. (SG 2)**

**Objective 1: Establish public engagement plans that create partnerships and alliances.  
Expand use of traditional and nontraditional communications and recognition activities**

**Expand opportunities for parental involvement and community support**

**Objective 2: Needville NMS will develop and sustain a productive relationship with educators, parents, families, and community members and businesses in our community so that an involved and caring family and community climate is created to support students' accomplishments for a relevant and rigorous education.**

**Objective 3: Needville NMS will provide timely, accurate and consistent information to all stakeholders.**

# **Needville Middle School and Objectives-Continued**

**Campus Goal 3: Needville NMS will provide opportunities to enhance instruction through more effective staff development. (SG1)**

**Objective 1: Organize to successfully support a high-performance system.**

**Objective 2: Needville NMS will improve the skills, knowledge, and abilities of employees so that all employees have a better understanding of what the campus is striving to accomplish, have current knowledge of new technologies and best practices, and are able to find meaningful ways to better contribute to student success.**

**Objective 3: Strengthen the ability of teachers and administrators to improve learning opportunities and achievement for all students.**

**Objective 4: Provide an effective and efficient system of human resources support to address personal, financial, and administrative needs of school and Central Office staff.**

**Campus Goal 4: Needville NMS will provide a safe school environment conducive to student achievement. (SG3) and (SG4)**

**Objective 1: Establish effective financial and business practices.**

**Align our financial resources with student needs.**

**Ensure efficient use of financial resources with student needs.**

**Objective 2: Implement best practices for safe and orderly schools**

**Objective 3: NMS will implement programs in health and wellness for students, faculty, and staff including nutrition and physical education.**

**Objective 4: Develop and refine for all students, staff, and facilities strategies to maintain the safe and disciplined environment conducive to student learning and employee effectiveness.**

# **Mission of Texas Public Education**

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child.

## **Public Education Academic Goals**

To serve as a foundation for a well-balanced and appropriate education:

- GOAL 1: The students in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- GOAL 2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- GOAL 3: The students in the public education system will demonstrate exemplary performance in the understanding of science.
- GOAL 4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

## **Public Education Objectives**

The objectives of public education are:

- OBJECTIVE 1: Parents will be full partners with educators in the education of their children.
- OBJECTIVE 2: Students will be encouraged and challenged to meet their full educational potential.

## **Public Education Objectives –Continued**

**OBJECTIVE 3:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

**OBJECTIVE 4:** A well-balanced and appropriate curriculum will be provided to all students.

**OBJECTIVE 5:** Qualified and highly effective personnel will be recruited, developed, and retained.

**OBJECTIVE 6:** The state's students will demonstrate exemplary performance in comparison to national and international standards.

**OBJECTIVE 7:** School campuses will maintain a safe and disciplined environment conducive to student learning.

**OBJECTIVE 8:** Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.

**OBJECTIVE 9:** Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

**Goal 1: Needville NMS will have an Exemplary rating by 2009**

**Objective 1: Highly qualified staff: by the end of 2007-2008, all students will be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals according to NCLB.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1. Conduct recruitment activities to ensure highly qualified personnel in all positions. Job fairs, postings in multiple sites/ organizations and maintain active website.	Assistant Superintendent Human Resources	August 25, 2008	Title II A and Local Funds	Number of positions posted. Number of applications.
2. Establish an effective teacher mentoring system in order to retain highly qualified staff.	Human Resources Principals	August 2008	Title IIA and Local Funds	Mentor assignments Mentor conference logs, Mentor journals
3. Analyze HR data to ensure that all meet highly qualified status. NCLB (14.03)	Human Resources	June 2008	Local Title III Funds	Personnel Files Teacher interviews
4. Assist teachers in maintaining and attaining all certifications for highly qualified.	Human Resources Campus Principals	June 2008	Local	Number of teachers in ACPs
5. Assist teachers in maintaining or attaining certification through alternative programs.	Human Resources Principals	August 2008	Local	Professional Development records Applications # Hired

6. Analyze data from para-professionals' files to ensure all meet highly qualified state ensure all meet highly qualified standards.	Assistant Superintendent Human Resources	February 2008	Title II Funds	Personnel Files
7. Provide incentives for teachers who attain Bilingual/ESL Certification.	Asst Supt	SY 2007-08	Local Funds	Certification
8. Provide opportunities for Paraprofessionals to obtain Highly Qualified Certification.	Human Resources Asst Supt	June 2008	Title II Funds	Certification
9. Conduct committee interviews to ensure qualified personnel in all positions	Principals, CAC committee members	SY 2007-08	Local	Number of teachers hired

### **Performance Measures**

100% of core teachers will be highly qualified by the end of the school year.

100% of instructional paraprofessionals will be highly qualified.

100% of new hires will meet highly qualified status prior to employment.

NCLB 3.1; 3.2; 3.3 Indicators—The percentage of classes being taught by highly qualified, the percentage of teachers receiving high-quality professional development and the percentage of instructional paraprofessionals who are highly qualified will be 100%.

**Goal 1: Needville NMS will have an Exemplary rating by 2009**

**Objective 2: Ensure all Needville NMS special programs are in compliance with program effectiveness indicators and ensure compliance and program effectiveness by providing staff development to all NMS staff.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1. Provide training to all teachers on ARD decision-making for state assessments.	Director of Special Education Asst Superintendent Principals	SY 2007-2008	Special Ed. Staff TEA Materials	Needs assessment, program evaluation, and self-assessment
2. Provide group and individual training on all TAKS tests information booklets.	Director of Special Education Asst Superintendent Principals	SY 2007-2008	TEA Materials Special Ed. Staff	Sign-in Sheets TAKS results
3. Provide group and individual training on benchmarking with all TAKS tests.	Director of Special Education Asst Superintendent Principals	SY 2007-2008	TEA Materials Special Ed. Staff	TAKS results and self-assessment
4. Increase understanding of legalities and TEA mandates associated with special education.	Director of Special Education	SY 2007-2008	Special Ed. Staff	Campus Records
5. Implement a comprehensive plan(RTI) to ensure adequate data collection and progress tracking in all phases of general education, early intervention and pre-referrals.	Principals Core Team	SY 2007-2008	Asst Supt	Completed Plans Campus Data PBMAS Report

6. Implement a comprehensive plan to ensure 100% compliance of special education folders.	Director of Special Education	SY 2007-2008	Special Education Staff	Random file audits Scheduled file audits
7. Campuses will continue the RTI-focused approach for remediation.	Asst Superintendent Principals	SY 2007-2008	Special Education Funds Title I-A Title II-A Funds	Campus Training Records, RTI Conferences, 504 Conference, Region 4 ESC
8. Continue early intervention process (TIER 1 & 2) to limit numbers in special education.	Principals Teachers	SY 2007-2008	Special Education Funds Title Funds Local Funds	Campus Sp. Ed. Population ENC Records Teacher Referrals
9. Conduct district wide PBI Training.	Diagnostician Principals	SY 2007-2008	Special Education Funds Local	HR Records Staff Development Records
10. Continue to reduce the number of African American students referred to and served in Special Education	Principals Core team Campus Committees	SY 2007-2008	Local Funds	Number of Referrals Exit Numbers Intervention Documentation
11. Promote student performance for those students in special programs. Career & Technology Dyslexia At-Risk population Bilingual & ESL Expanded Courses Title I	District Advisory Counsel	End of each six weeks	Local Title III CATE State Compensatory Odyssey Ware High School Allotment	TAKS, TELPAS Benchmark Assessments, Lesson Plans Progress Reports, Report Cards
12. Research and evaluate new curriculum instructional methods for use in gifted program, ESL and Students with Disabilities programs.	Director of Special Education Asst Superintendent Principals	SY 2007-2008	Special Ed. ESL	TAKS

13. Ensure that students who are limited English proficient (LEP) attain English proficiency and develop high levels of academic attainment in English and other subject areas.	Asst Superintendent Principals Parent Liaison	SY 2007-2008	Title III	TAKS, TELPAS, AMAOS
14. Review special education placement and practices in light of 2005 IDEA Reauthorization.	Director of Special Education Diagnosticians Principals	Spring 2008	Special Ed. Staff	IEP Records
15. Reduce self-contained placements at all grade levels.	Director of Special Education Diagnosticians , Principals	SY 2007-2008	Special Ed. Staff	IEP, ARDS
16. Provide grade level standards-based instruction in multi-grade self- contained classrooms.	Asst Superintendent Principals	SY 2007-2008	Special Ed. Staff	Lesson Plans, Curriculum Documents
17. Provide research based instructional practices and materials for students with disabilities.	Coordinator of Technology Asst Superintendent Principals	SY 2007-2008	Special Ed.	Lesson Plans Observations
18. Provide Special Education classrooms with appropriate assistive technologies designed to provide increased access to general curriculum.	Coordinator of Technology Asst Superintendent Principals	SY 2007-2008	Special Ed.	Teacher Lesson Plans
19. Reduce the identification of LD & OHI students in grades K-5 by providing an intense remediation program in the students'	Teachers Special Ed Staff Principals	June 2008	ARI/AMI CMC	Reduce # of Special Ed Students

<p>areas of academic need.</p> <p>20. Increase the number of students that are dismissed from Special Education.</p> <p>21. Ensure that students identified and serviced under Title I attain high levels of academic achievement.</p> <p>22. Implement a bi-annual evaluation of Title I program.</p>	<p>Special Ed Director Diagnosticians Principals Teachers</p> <p>Principal Teachers</p> <p>Principal Teachers Parents</p>	<p>June 2008</p> <p>SY 2007- 08</p> <p>SY 2007- 08</p>	<p>Special Ed Funds</p> <p>Title I funds</p> <p>Title I funds</p>	<p>ARDs Reduce # of Special Ed Students</p> <p>TAKS, Title I Parent and Teacher Surveys, Title I evaluation</p> <p>Title I evaluations and surveys</p>
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**Goal 1: Needville NMS will have an Exemplary rating by 2009**

**Objective 3: Meet the Adequate Yearly Progress (AYP) objective for TAKS mathematics and English/Language Arts (ELA) for all subgroups and increase performance in TAKS mathematics, English/Language Arts, science and social studies to Exemplary scale.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1. Refine procedures for curriculum development by writing a curriculum development management plan to increase rigor and academic growth at each grade level.	Asst Supt Principal	July 2008	Local funds	Curriculum Documents
2. Increase department support to schools in order to carry out the comprehensive curriculum and instruction plan.	Asst Supt Principal	Ongoing 07-08	Local funds	Minutes of Campus Meetings
3. Develop and implement a formative assessment system.	Asst Supt Principal	July 2008	Local High School Allotment, Local Funds	Benchmark Assessments
4. Identify and provide support to schools showing the greatest gaps in achievement among subgroups of students	Asst Supt Principal	SY 2007-2008	Title I-A	TAKS

5. Implement system-wide programs for strengthening reading instruction by grade 5.	Asst Supt, Principal Teachers	SY 2007-2008	ARI/AMI Funding	TAKS, TPRI, ITBS
6. Develop benchmark assessments and standards	Principal Teachers	October 2007	Local funds	Benchmark Results Six week Assessment results
7. Decrease teacher ratio to provide more individualized instruction.	Asst Supt Principals	SY 2007-08	High School Allotment, FTE 6.0, \$240,000 Title II, SCE & Local FTE 6.0, \$240,000	TAKS
8. Analyze data from benchmarks to guide instruction.	Principals Teachers	November-March SY 07-08	Local Funds	TAKS Scores
9. Align vocabulary and processes in all content areas across grade levels.	Teachers	August 2007-August 2008	Local Funds	Lesson Plans TAKS Scores
10. Align curriculum resources and instructional development needs to address student progress and implement challenging and relevant curriculum for all students, including increasing student access to and success in higher-level courses. This includes assessing G/T processes. Targeting grades 6-12.	Human Resources Principals	June 2008	High School Allotment \$40,000 training	Certification

**Goal 1: Needville NMS will have an Exemplary rating by 2009**

**Objective 4: Meet the annual percent tested threshold of 95% for all subgroups and tests each year.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1. Review Special Ed. ARD decisions to ensure participation for AYP	Campus Administrators Special Ed. ARD Committee	Spring 2008	Spring 2008	AYP Results
2. Review LPAC decisions to ensure participation for AYP	Campus Administrators LPAC Committee	Spring 2008	Spring 2008	AYP Results

**Goal 1: Needville NMS will have an Exemplary rating by 2009**

**Objective 5: Meet or exceed the annual student attendance rate threshold of 96.0% each year.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1. NMS will use motivational incentives to increase student attendance.	Campus Administrators Teachers	SY 2007-2008	CARC, PTA, Community/Corporate Sponsors, Awards Assemblies	Increase Completion Rate Attendance Reports AEIS Report
2. NMS will call students who are absent.	School personnel	SY 2007-08	Local, awards assemblies	Increase attendance
3. NMS will recognize perfect attendance	Principal, counselor, school personnel	SY 2007-08	Local, awards assemblies	Increase attendance

**Goal 1: Needville NMS will have an Exemplary rating by 2009**

**Objective 6: Increase the student completion rate by 4.9% to attain 95%.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1. Enhance dropout prevention efforts for all students.	Campus Administrators Teachers, Counselors	SY 2007-2008	Counselors, CATE, Teachers	Attain 0% Dropout Rate AEIS Data, TAKS Scores,
2. Serve Students at-risk of dropping out of school (14.09) Extended Year Extended Day Dropout Prevention Program TAKS Remediation Failure Rate Mentor Program	Campus Administrators Teachers Counselors	SY 2007-2008	Counselors, Discipline Records, Attendance Records, Grade Reports Title I, Part A High School Allotment SCE	Attendance Reports, Discipline Reports, AEIS Reports, # of Graduates, # of Retentions, Grade Reports
3. Provide adequate academic, teaching and learning, career and personal counseling services to students and parents.	Campus Administrators Counselors Teachers	SY 2007-2008	Local, SCE	Parents Night Sign-in Sheets, Career Day Participation
4. Engage Students in Co & Extra Curricular Activities such as UIL.	Principals Sponsors Coaches	SY 2007-2008	Local Funds	Increased Participation Dropout Rate Decreases

**Goal 1: Needville NMS will have an Exemplary rating by 2009**

**Objective 7: Increase performance on all other assessments.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1. Design and implement a program to nurture the potential of students for high academic performance.	Principals	SY 2007-2008	Local Funds	Honor Roll, Grades, Duke Program, LEAD program
2. Provide increased opportunities for students to develop test taking knowledge and skills	Principals Counselors	SY 2007-2008	Local Funds	Student participation LEAD Program
3. Provide increased opportunities for students to participate in rigorous courses.	Principals Counselors	SY 2007-2008	Local Funds	Results in AP courses LEAD Program

**Goal 2: Needville NMS will improve home/community involvement within the campus.**

**Objective 1: Establish public engagement plans that create partnerships and alliances.**

**Expand use of traditional and nontraditional communications and recognition activities  
Expand opportunities for parental involvement and community support**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
<p>1. Involve Parents in the education of their children (14.06)            Parent/TeacherConferences            Parent Volunteers            Parent Education (G/T, Bilingual, Special Ed.)            Open House            Title I Parent Liaison            Title I meeting            Orientation- 5<sup>th</sup> &amp; 6<sup>th</sup></p>	<p>District Administration            Principals            Teachers</p>	<p>SY 2007-2008</p>	<p>Title I            Newsletters            Website            Local Newspaper</p>	<p>Surveys            Sign-in sheets</p>
<p>2. Review and expand the school district's presence, identity, initiatives, and accomplishments throughout the community through a variety of media, including the school district's website, newspaper, brochures, other media.</p>	<p>Asst. Superintendent            Coordinator of Technology            Principals</p>	<p>SY 2007-2008</p>	<p>Technology Allotment            Local Funds</p>	<p>Positive Press            Community Support</p>
<p>3. Increase the involvement of parents and the community in support of school district goals and objectives through improvements in: Back-to-School information packets; communications materials developed for each major initiative/issue; the application process for becoming a school volunteer, parent compacts, etc...</p>	<p>Asst. Superintendent            Coordinator of Technology            Principals            Teachers</p>	<p>SY 2007-2008</p>	<p>Title I, A Funds</p>	<p>Better Informed Stakeholders</p>

**Goal 2: Needville NMS will improve home/community involvement within the campus.**

**Objective 2: Needville NMS will develop and sustain a productive relationship with educators, parents, families, and community members and businesses in our community so that an involved and caring family and community climate is created to support students' accomplishments for a relevant and rigorous education.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1. NMS will enhance and improve communication among all stakeholder groups	Campus Administrators Teachers	SY 2007-2008	Local Federal Title IID Funds Title VI	District and Campus Surveys Report Cards Website Visitors
2. NMS will keep parents informed of programs and services relevant to meeting the needs of their children	Campus Administrators Teachers	SY 2007-2008	Local Title II D Funds Title VI	District and Campus Surveys Open House Website Visitors
3. NMS will establish collaborative relationships with all stakeholders and will exchange "real world" information to better prepare students for the work force i.e. Achieve Texas	Campus Administrators Teachers	SY 2007-2008	Local Title Funds	District Surveys Parent/Teacher Conferences Website Visitors
4. Continue utilizing community and business members and create new partnerships	Campus Advisory Counsel , Asst. Principal	SY 2007-2008	Businesses Community Members Parents Chamber of Commerce	Program Evaluation Check List

**Goal 2: Needville NMS will improve home/community involvement within the district.**

**Objective 3: Needville NMS will provide timely, accurate and consistent information to all stakeholders.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1. Review and expand the school's presence, identity, initiatives, and accomplishments throughout the community through a variety of media, including the school district's website, videos, brochures, other media	District Administration Campus Personnel	SY 2007-08	Local Funding	Positive Feedback From stakeholders

**Goal 3: Needville NMS will provide opportunities to enhance instruction through more effective staff development.**

**Objective 1: Organize to successfully support a high-performance system.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1. A PBMAS plan will be provided from each campus.	Special Education Director Spec Ed Core Team Asst Supt ESL Core Team Principal	December 2007	Special Education Funds Local Funds	PBMAS Campus Plans

**Goal 3: Needville NMS will provide opportunities to enhance instruction through more effective staff development.**

**Objective 2: Needville NMS will improve the skills, knowledge, and abilities of employees so that all employees have a better understanding of what the district and campus are striving to accomplish, have current knowledge of new technologies and best practices, and are able to find meaningful ways to better contribute to student success.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
<p>1. Needville NMS will provide quality staff development in all program areas required by TEA and in identified areas of need with appropriate emphasis on new technologies, leadership (at all levels) and accomplishment of Needville Middle School goals.</p>	<p>Superintendent Assistant Superintendent Principals Human Resources</p>	<p>August 2007- August 2008</p>	<p>Title Funds Local Funds</p>	<p>Staff Development Records Sign-In Sheets Individual Program Evaluations</p>

**Goal 3: Needville NMS will provide opportunities to enhance instruction through more effective staff development.**

**Objective 3: Strengthen the ability of teachers and administrators to improve learning opportunities and achievement for all students.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
<p>1. Provide high quality professional development programs, to include the following actions:</p> <p>a. Implement the school district's performance evaluation systems for all professional staff</p> <p>b. Assure that regular time and support is available during the school day or work week for teachers to engage in professional dialogue and problem-solving focused on improving the quality of student work.</p> <p>c. Increase effectiveness of grade-level teacher reps, on-going professional development, idea sharing across schools, evaluations of impact, and adjustments as indicated.</p>	<p>Human Resources/District Admin</p> <p>Principals</p> <p>Principals</p>	<p>August 2007— May 2008</p> <p>SY 2007-08</p> <p>SY 2007-08</p>	<p>Local Funds</p> <p>Local Funds</p> <p>Local Funds Title Monies</p>	<p>100% Completion</p> <p>Campus Scheduling</p> <p>Feedback from staff Faculty and Site-based meetings</p>

d. Assure that all beginning teachers are provided on-going support for expert, caring, mentor teachers in becoming more skillful in classroom management and teaching children to high standards.	Principals	SY 2007-08	Local Funds Title Monies	Teacher Retention
e. Provide on-going training and consultation to meet the learning needs of students with disabilities and ESL.	Principals Special Education Director	SY 2007-08	Special Ed Funding ESL Funds Local Funds	PBMAS Testing
f. Continue uniform evaluation system for non-exempt staff.	Asst Superintendent Principals	November 2007	Local Funds	Evaluation Tools
g. Continue grade level and department sharing sessions.	Principals Teachers	August 2007-July 2008	Local Funds	Meeting Agendas, Data Forms, Test Scores
h. Improve communication for better vertical alignment from campus to campus.	Principal, Teachers, Curriculum Director	August 2007-July 2008	Local Funds	Test Scores

**Goal 3: Needville NMS will provide opportunities to enhance instruction through more effective staff development.**

**Objective 4: Provide an effective and efficient system of human resources support to address personal, financial, and administrative needs of school and Central Office staff.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
<p>1. Continue to provide and enhance Human Resources procedures for ensuring high quality personnel through effective workforce planning, to include the following actions:</p> <ul style="list-style-type: none"> <li>a. Enhance current recruiting strategies to increase the availability of diversity within the applicant pool.</li> <li>b. Reduce class size appropriate to assessed need for providing greater attention to the learning needs of individual students.</li> <li>c. Continue to expand strategies to address underperforming teachers and other employees.</li> </ul>	<p>Human Resources Principals</p>	<p>SY 2007-08</p>	<p>Local Funds Title II Funds</p>	<p>Teacher Retention Student Evaluation Master Schedule District Approved Evaluation Tools</p>

**Goal 4: Needville NMS will provide a safe school environment conducive to student achievement.**

**Objective 1: Establish effective financial and business practices.  
Align our financial resources with student needs.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1. Monitor a long range renovation program for district facilities	District Administration Principals	SY 2007-08	Facility Advisory Committee	Plan Document Board Approval
2. Address budget and staffing as it pertains to the delivery of curriculum and instruction	Assistant Superintendent Principals Business Manager	February 2008	Local	Meeting Agendas Staffing Numbers

**Goal 4: Needville NMS will provide a safe school environment conducive to student achievement.**

**Objective 2: Implement best practices for safe and orderly schools.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1. Educate and assist principals regarding the creation of a multi-hazard plan that addresses all four phases of the emergency management cycle. Conduct training, drills, and audits to ensure coordination with all aspects of the emergency operation plan (EOP)	Assistant Superintendent Principals	September 2007— June 2008	Local	District Plan Campus Plans Safety Drills Incidents
2. Campus policies will be reviewed/renewed annually to support enforcement of student discipline procedures such as AEP, ISS and After-school programs.	Superintendent Asst Superintendent Principals	August 2007- August 2008	Local	Office referrals PEIMS Reports
3. Needville NMS will continue to develop and emphasize students taking responsibility and being accountable for their actions; and continue instruction in character education for all students.	Principals Counselor Teachers	August 2007- June 2008	Local	Lesson Plans Campus Plans Project Wisdom Kids and Cops
4. Faculty will know discipline levels and enforce rules consistently.	Teachers/Staff Principals	Aug. 2007- June 2008	Local	PDAS Staff Evaluations

**Goal 4: NeedvilleNMS will provide a safe school environment conducive to student achievement.**

**Objective 3: NMS will implement programs in health and wellness for students, faculty, and staff including nutrition and physical education.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1. NMS will ensure a quality preventive and developmental guidance and counseling program that addresses the personal-social, academic and career planning concerns of all students in grades pre-kindergarten through 12.	Counselors Principals	SY 2007-2008	Title Funds Local	Academic Plans
2. NMS will aggressively seek to have at least 95% teacher attendance rate for the 2007-2008 school year and an increase of 1% each succeeding year through 2009.	Principals	SY 2007-2008	Local	Sign-In Sheets Monthly Absence From Duty Reports Incentives Awards Attendance Awards
3. NISD will maintain a student attendance rate of 97% or higher.	Principals Counselors Teachers	SY 2007-2008	Local	PEIMS Monthly Attendance Records, Attendance Awards
4. NMS will ensure teacher incentives for health and well being	Principal, Social Committee	SY 2007-08	Local, Social Committee funds	Monthly absence forms

**Goal 4: Needville NMS will provide a safe school environment conducive to student achievement.**

**Objective 4: Develop and refine for all students, staff, and facilities strategies to maintain the safe and disciplined environment conducive to student learning and employee effectiveness.**

<b>Activity Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1. Increase student, parent, and teacher awareness and understanding of the <i>Student Code of Conduct</i> and alternative discipline strategies to improve student behavior.	Principals Security Officer	SY 2007-2008	Local Funds	Newsletters Parent Nights Student Code of Conduct