

# Chisum ISD CMS Campus Improvement Plan 2021-2022

October 18, 2021  
Date of School Board Approval

# **CMS Campus Improvement Plan**

## **Vision**

Preparing Today's Students for Tomorrow's world

## **Mission Statement**

Chisum, A TEAM

## **Belief Statement**

Effective communication and parent/community support enrich learning.  
The school community promotes a safe and positive environment.  
Pride, self-discipline and respect should be evident in the school community.  
Every person is unique and deserves the opportunity to achieve his/her potential.  
Technology and critical thinking are integral to the learning process.

## Planning and Decision Making Committee

Name	Position Parent, Business, Community, Teacher, etc	Name	Position Parent, Business, Community, Teacher, etc
Aaron Bridges	Principal	Kathy Cook	Instructional Technology
Cindy Tisdell	Teacher	Carolyn Flippen	Special Education
Brett Ruthart	Teacher	Eddie Pickering	Community
Trevelyn Marsh	Teacher	Andy Spear	Teacher
Lindsey Blackshear	Teacher	Steve Estes	Parent
Shelley Colley	Teacher	Michael Moffitt	Teacher
Lori Hindman	Teacher	Lynn Patterson	Business
Angie Sanders	Teacher	Heather Bridges	Community
Keana Frey	Teacher	Rachele Estes	Parent
Stephen Keenum	Teacher	Steve Russell	Counselor
Miranda Hicks	Paraprofessional	Cindy Kennedy	District Librarian
Chelsea Cahwee	Teacher	Chris Palmore	Campus Police
Lindsey Blackshear	Teacher	Amanda Moore	Teacher
Mallie Johnson	Paraprofessional	Da'an Savage	Paraprofessional

## Comprehensive Needs Assessment

A committee review of preliminary state assessment results, surveys, and the district goals indicate: 1. The need to improve in the area of student growth on STAAR and state accountability. 2. The need to meet or exceed state and regional averages for STAAR in all core subjects, with particular emphasis on economically disadvantaged students. 3. The need to promote opportunities for parental/community support.

Data Sources Examined
<i>AEIS</i>
<i>Federal Accountability Data for AYP</i>
<i>STAAR Data--disaggregated</i>
<i>District PEIMS reports</i>
<i>District retention data</i>
<i>District discipline referral data</i>
<i>Parent, Community, Teacher, and /or Student surveys</i>
<i>Student attendance data</i>
<i>Benchmark testing data</i>
<i>Referral percentages for students in Special Education</i>
<i>Campus parent participation record</i>
<i>Campus mentor participation records</i>
<i>Community education program records</i>
<i>Truancy data</i>

## **Comprehensive Needs Assessment: Summary of Findings**

### **School Profile**

Chisum Middle School is comprised of approximately 240 students in grades six through eight and is one of three campuses of Chisum Independent School District located in Paris Texas. State data indicate that we are approximately 82.7% White, 2.4% African-American, and 11.5% Hispanic, and other sub pops 3.3%. The economically disadvantaged percentage is 53.8%, and at-risk is 44.2% (primarily from categories 1 and 4). We have 6.3% ESL (English as a Second Language) students on our campus this year. All of our former ESL students are being monitored closely following their exiting. Our professional staff is mainly white females with bachelor degrees with 11-20 years and over 20 years of experience. The teacher/student ratio for 18-19 was 1:13.3.

### **Student Achievement**

Chisum Middle School students are recognized throughout our area for their excellence in academic UIL events. Chisum Middle School students have won 23 consecutive UIL district competitions. Several Chisum Middle School students have earned state recognition and national recognition through the talent search program of Duke University. The TEA 2019 STAAR Performance Data Table shows there is an achievement gap in the following areas: Academic Growth: All students, Subpopulations: White, Economically Disadvantaged, Continuously Enrolled, Non-continuously enrolled; Student Achievement: White, Special Education Students. Intervention have been put in place for these struggling learners (CSI, re-teaching, ZAP, tutorials, and Reading and Math Labs, and STAAR intervention strategies). Extended year programs for our students failing state assessments are being provided for acceleration, as well as daily intervention Lab classes. Chisum Middle School received Distinction Designations in the areas of Reading/ELA and Postsecondary Readiness. Chisum Middle School Received a B rating (84), according to TEA.

### **Professional Development**

All professional staff and paraprofessionals are highly qualified at Chisum Middle School. Teachers are evaluated through the T-TESS system and create plans for growth. New teachers are provided a grade level and subject mentor to assist with growth and development. Chisum Middle School continues to provide our staff with technology training to enhance the learning opportunities of our students. CMS offers staff technology training during the 2021-2022 staff development and will continue to do so as needed throughout the school year. Staff development is also offered throughout the school year through Region VIII to assist teachers in their needs. The teachers are provided with opportunities for growth and are recommended to attend meaningful professional development through our ESC.

### **Partner Involvement**

Chisum Middle School is involved in various ways with several partners in our community. Chisum Middle School partners with Signature and Mays Home Health. We are also partners with PJC in a tutorial program, with McGraw Oil for local contribution, Kawanis with a Builders Club and a canned food drive, and United Way with a local fundraiser. Teachers are required to be in constant contact with parents through various means of communication. The majority of parents and students attend our Open House/Meet the Teacher Night, where we have our Title I meeting and parental involvement meeting. The district SHAC committee, in which parents are involved, is active and works towards the wellness and health of our students. The online gradebook is a tool used to keep parents informed of their child's grades and attendance and promotes a partnership with the school in relation to their child's education. The school messenger system, school website, campus Facebook page, progress reports, and report cards are other avenues for parents to receive needed information related to their child and school events.

### **Technology**

We have 2 computer labs with twenty-five computers in each. One is a windows based lab and the other is a Mac lab. All classrooms have data projectors with mimeo technology. The campus has a wireless system throughout the building. Some teachers have been issued an iPad. Every student is issued a Chromebook and has access to it 24-7. Google Drive and Google Classroom are used throughout the campus. DMAC is used for disaggregating achievement results throughout the year. Teachers have the ability to determine instructional needs at any time with this tool.

### **State Accountability**

State accountability did not change from 2018-2019, due to COVID-19 and the current pandemic. Chisum Middle School met the standard for the 2018-2019 school year, according to the Texas Education Agency. Chisum Middle School received an overall rating

of 84, B. Chisum Middle School received Distinction Designations in the areas of Reading/ELA and Postsecondary Readiness. The TEA accountability ratings shows that Chisum Middle School needs to improve in the area of Academic Growth: All students, Subpopulations: White, Economically Disadvantaged, Continuously Enrolled, Non-continuously enrolled; Student Achievement: White, Special Education Students. Chisum Middle school has put several strategies in place and continues to grow in this area. Each individual teacher will work with our ESC reading and math consultants to address the alignment of our assessments and curriculum to STARR and learning to track data, as well as address any other issues of need. Our teachers will attend pertinent training sessions at Region 8 to achieve growth in these areas of need. A math and reading meeting took place during staff development to address needs, rigor, and discuss a plan for growth. New classes called Success Labs have been incorporated to give re-teaching, allow better understanding of the tested material, and to incorporate a time for students to gain a better understanding of STAAR strategies. Labs will be used for accelerated instruction for low performing students. We also purchased a supplemental aide for our Labs from ECS learning called STAAR Master. Time will be used for remediation in math and reading during CSI, and students will have the opportunity to get help daily during a tutorials period, or tutorials before and after school. Required DMAC assessments will be given to ensure student growth and provide changes and remediation. Data from assessments will be used to create RTI for students that aren't in the Meets level. Students will continue remediation until they reach the Meets level for each assessment. Once re-assessed, students that achieve the Meets level will be dismissed from the remediation program. Teachers will continue to keep track of data to meet standards in the areas of academic growth and student achievement. Chisum Middle School will also use interim assessments provided by TEA to gain feedback on students and to show areas of need. Classroom teachers will focus on student growth and achievement by creating an individualized plan for each individual student to be at the Meets level on STAAR. Students will be aware of their goal and work towards the individualized goal throughout the school year.

**Goal 1:** Chisum Middle School will promote parental involvement in all areas of school activities

**Objective 1:** 100% of parents will be contacted during the 2020-2021 school year.

<b>Activity/Strategy</b>	<b>Title 1 Schoolwide Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Evaluation</b>
Student grade reports will be distributed every three weeks. Target Group: All Students	6	Principal Staff Classroom Teachers	At the end of each three week grading period.	Local Funds- General Operating fund	Returned signed student grade reports.
Parental contact logs will be maintained by all teachers. Target Group: All Students	6, 9	Principal Classroom Teachers	Every 6 weeks	Local Funds- General Operating fund	Yearly log
Appropriate attendance intervention conferences will be conducted for students in need of improved attendance. Target Group: All Students	9	Principal	Every 6 weeks	Foundation School Program	Log of conferences
Conferences will be conducted for a variety of reasons that impede the learning of any student. Target Group: All Students	6, 9	Principal Staff Classroom Teachers	Every 6 weeks	Title I A Improving Basic Programs	Yearly Log
Teachers will maintain a weekly class web page with announcements and assignments posted Target Group: All Students	6	Classroom Teachers	weekly	Local Funds- General Operating fund	CMS teacher web page



**Goal 1:** Chisum Middle School will promote parental involvement in all areas of school activities

**Objective 1:** 100% of parents will be contacted during the 2020-2021 school year.

A comprehensive needs assessment will be conducted by the Campus Site-Based decision making committee to identify educational strengths and weaknesses in student performance, school culture and climate, staff quality, curriculum and instruction, family and community involvement, school context and organization, and technology. Target Groups: All Students	5	Campus Principal	Monthly	(L) Local	Summative- Comprehensive Needs Assessment
Weekly grade level web pages will be maintained on the CMS web page with current homework assignments posted. Target Group: All Students	5, 6	Classroom Teachers	weekly	Local Funds- General Operating fund	weekly web page postings
Provide and encourage the gradebook viewer so that parents can check their student's grades online Target Group: All Students	6, 8	Staff	Yearly	Local Funds- General Operating fund	log of participants
A climate survey will be conducted twice annually in an effort to improve the quality and character of school life Target Group: All Students	1, 5	Staff	twice annually	Local Funds- General Operating fund	two surveys
Remind, School Reach, and Google Classroom will be used to relay pertinent class and campus information to students and parents. Target Group: All Students	6	Principal Classroom Teachers	Weekly	Local Funds- General Operating fund	Sent messages

**Goal 1:** Chisum Middle School will promote parental involvement in all areas of school activities

**Objective 1:** 100% of parents will be contacted during the 2020-2021 school year.

Report Card sent home every 6 weeks grading period	6, 8	Classroom teachers Principal	6 Weeks	Local Funds-General Operating fund	Log of participants
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**Goal 2:** Facility issues will be addressed on each campus in order to maintain a safe and clean learning environment

**Objective 1:** One hundred percent of items in need of repair to maintain a safe learning environment will be reported to the appropriate personnel.

Activity/Strategy	Title 1 Schoolwide Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
All facility items in need of repair will be reported to the maintenance director through appropriate means. Target Group: All Students and staff	8	Principal Staff Classroom Teachers Maintenance Director	Weekly	Title IV Safe and Drug-Free Schools and Communities.	Maintenance Director files
All technology equipment in need of repair will be reported to the district technology director in an appropriate manner. Target Group: All Students and staff	9	Principal Staff Classroom Teachers Jeff Rogers	Daily	Local Funds-General Operating fund	Technology Director work orders
All facility concerns not addressed through maintenance or technology will be addressed by the principal. Target Group: All Students and staff	1, 8	Principal Staff	Weekly	Local Funds-General Operating fund	documentation

**Goal 2:** Facility issues will be addressed on each campus in order to maintain a safe and clean learning environment

**Objective 2:** Chisum Middle School will provide a safe and secure learning environment for the students and staff.

<b>Activity/Strategy</b>	<b>Title 1 Schoolwide Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
Review handbook and classroom rules with all students the first 3 weeks of school. Points of emphasis will include bullying, attendance, dress code, counseling, and the code of conduct. Target Group: All Students	1	Staff	August	Local Funds- General Operating fund	Signed handbook pages
Provide surveillance cameras on campus to deter unacceptable actions. Target Group: All Students	1	Principal	daily operation	Local Funds- General Operating fund	
Provide random drug testing for all extracurricular participants. Target Group: All Students	1	Principal	4 times per year	Local Funds- General Operating fund	check to drug testing agency
Provide an In School Suspension Program Target Group: All Students		Principal Staff ISS Teacher	Daily	Local Funds- General Operating fund	log
Provide a Discipline Alternative Education Program for students with severe discipline problems to learn strategies for self-control and proper behavior management Target Group: All Students	6	Principal Staff	Daily	Local Funds- General Operating fund	log
Participate in Red Ribbon Week Target Group: All Students	2	Staff	1 week in October	Local Funds- General Operating fund	Weekly Calendar

**Goal 2:** Facility issues will be addressed on each campus in order to maintain a safe and clean learning environment

**Objective 2:** Chisum Middle School will provide a safe and secure learning environment for the students and staff.

<b>Activity/Strategy</b>	<b>Title 1 Schoolwide Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
All exterior doors will remain locked during normal school hours. The main entrance may be accessed by a call/visual system. Target Group: All Students	1	Principal School Resource Officer Secretary	daily	Local Funds- General Operating fund	
Extended duty for staff at appropriate times and locations. Target Group: All Students	1	Staff	daily	Local Funds- General Operating fund	Visual checks
Appropriately trained crisis intervention team. Target Group: All Students	2	Staff	yearly	Local Funds- General Operating fund	log
Promote positive character traits by utilizing outside presenters to educate students about various topics such as bullying, conflict resolution, self-control, positive self-esteem, drugs, alcohol, tobacco, etc. Target Group: All Students	9	Principal Counselor	yearly	Local Funds- General Operating fund	Weekly calendar

**Goal 2:** Facility issues will be addressed on each campus in order to maintain a safe and clean learning environment

**Objective 2:** Chisum Middle School will provide a safe and secure learning environment for the students and staff.

Activity/Strategy	Title 1 Schoolwide Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Disciplinary measures will be taken to ensure a safe and secure learning environment. Target Group: All Staff		Principal School Resource Officer	Daily	Local Funds- General Operating fund	log
Issues concerning pest control will be addressed Target Group: All Students		Maintenance Director	Monthly	Local Funds- General Operating fund	log

**Goal 3:** Improve student achievement in core areas of state and local assessments.

**Objective 1:** Exceed state and regional averages in all state assessments.

<b>Activity/Strategy</b>	<b>Title I Schoolwide Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
Provide opportunities for students to receive tutoring and teachers to reteach assignments during a thirty minute CSI period each day. Target Group: All Students	9	Principal Staff Classroom Teachers	Daily	Title I A Improving Basic Programs	CSI rosters & TAPR
Target core subject instruction/remediation during summer school for at-risk students Target Group: All Students/At-Risk	7	Principal Classroom Teachers	last week of school	Title I A Improving Basic Programs Local Funds-General Operating fund	summer school roster
Assign students who need remediation, based on DMAC assessments, to math or reading remediation. Target Group: All Students	7	Classroom Teachers	yearly	Local Funds-General Operating fund	CSI lists, Benchmarks, STAAR Results

**Goal 3:** Improve student achievement in core areas of state and local assessments.

**Objective 1:** Exceed state and regional averages in all state assessments.

Activity/Strategy	Title 1 Schoolwide Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Success Labs and CSI will be utilized to improve areas of need in accountability: <b>Academic Growth:</b> All students, Subpopulations: White, Economically Disadvantaged, Continuously Enrolled, Non-continuously enrolled; <b>Student Achievement:</b> White, Special Education Students Target Group: At-Risk Students	7	Classroom Teachers	yearly	Local Funds-General Operating fund	CSI lists, Benchmarks, STAAR Results
Provide ongoing technology training and targeted staff development throughout the school year. Target Group: All Students	2, 3, 4, 8	Principal Classroom Teachers	Each six weeks	Foundation School-wide Program	Documented Staff Development Sign in Sheets
Provide 30 Hours of remediation, as required by HB 4545, for each subject failed by a student. Target Group: At Risk	3, 9	Staff	Yearly	Local Funds-General Operating fund	TAPR, Tests, Benchmarks, Mastery of STAAR



**Goal 3:** Improve student achievement in core areas of state and local assessments.

**Objective 1:** Exceed state and regional averages in all state assessments.

Core Subject teachers will use DMAC, TEKS Resource System, and TExGUIDE to identify and evaluate students, choose targeted resources, and use these programs to guide instruction. Target Group: All Students	1, 8	Classroom Teachers	Weekly	Local Funds-General Operating fund	TAPR
Provide horizontal and vertical curriculum alignment for CMS teachers to address the TEKS objectives for strengths and weaknesses analyzed through past performances. Target Group: All Students	1, 8	Principal Classroom Teachers	During staff development August	Local Funds-General Operating fund	Staff Development sign in sheets
Teachers will evaluate student progress through daily formal and informal assessments, benchmarks, and related strategies and determine the appropriate remediation necessary to enable students to achieve growth and meets/masters level on STAAR.	1	Classroom Teachers Principal	Daily	Local Funds-General Operating fund	Assessment Results

**Goal 3:** Improve student achievement in core areas of state and local assessments.

**Objective 1:** Exceed state and regional averages in all state assessments.

Target Student Growth on STAAR Accountability Target Group: All Students	1, 8	Principal Classroom Teachers	Monthly	Local Funds-General Operating fund	Accountability Ratings for STAAR Index 2
All staff members will be given opportunities to improve their instruction and broaden their knowledge of the diverse needs of all their students, especially White students, African American students, economically disadvantaged students, continuous and non-continuous enrolled students. Services are contracted through Region VIII Service Center. Target Group: All Students	7	Classroom Teachers Principal	Monthly	Local Funds-General Operating fund	Staff Professional Development Records; Region VIII staff development calendar

**Goal 4:** Staff development opportunities will be offered in areas of need.

**Objective 1:** Staff development opportunities will be available to 100% of staff. Training will focus around areas of greatest need.

Activity/Strategy	Title I Schoolwide Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Staff development opportunities will be provided in the areas of math and reading to improve student achievement and student growth in areas of state accountability. Target Group: All Students	1, 10	Principal Instructional Technologist T4	6 weeks	FTE: 1 Title I A Improving Basic Programs Title II D Enhancing Education Through Technology	lesson plans, assessment results, staff development records,
Training will be offered for identification and prevention of bullying. Target Group: All Students	2	Principal Counselor	Once a year	Title IV Safe and Drug-Free Schools and Communities	In-service Agenda, Discipline Logs

**Goal 5:** Provide a quality education for special population students.

**Objective 1:** One hundred percent of identified students in any special population will have their needs targeted and addressed in the appropriate educational setting.

Activity/Strategy	Title 1 Schoolwide Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Special education ARD meetings will address necessary measures to target the individual needs of each student in planning their individualized educational plan. Target Group: Special Ed	9	Principal Staff Classroom teachers	Weekly	Title I A Improving Basic Programs IDEA Special Education State Foundation-Sp.Ed	IEP's
Students identified under 504 will receive accommodations specified in individual accommodation plans. Target Group: 504 students	8, 9	Principal Classroom teachers Counselor	Daily	Title I A Improving Basic Programs	IAP's
Accommodations for ESL students will be met through their individual yearly plan. Target Group: ESL Target Group: LEP	8	Classroom teachers Counselor ESL Director	Daily	Bilingual/ESL	ESL yearly meeting notes
GT students will be provided targeted instruction through UIL and extension of classroom lessons. Target Group: Gifted and Talented	8	Principal Classroom Teachers GT Coordinator	Yearly	State G/T	UIL rosters teacher lesson plans
Utilize Talent Search (PJC) to mentor students in grades 3-8 Target Group: All Students	9	Principal PJC Mentors	monthly	Local Funds-General Operating fund	calendar

**Goal 5:** Provide a quality education for special population students.

**Objective 1:** One hundred percent of identified students in any special population will have their needs targeted and addressed in the appropriate educational setting.

Activity/Strategy	Title 1 Schoolwide Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Students identified as dyslexic or having dyslexic tendencies will be provided appropriate interventions. Target Group: Dyslexic	8	Principal Classroom teachers Dyslexia Director	Yearly	State Comp. Ed	screening instruments, class rosters with accommodations, class progress
All teachers will receive annual six hour GT update training. Target Group: Gifted and Talented	2, 4, 8	Principal Classroom Teachers	August	State Foundation-GT	staff certificates

**Goal 6:** Chisum Middle School will meet the safety and security needs of students and staff, including the teaching and encouraging of positive school-wide behavior.

**Objective 1:** A safe learning environment will be provided in the school setting.

<b>Activity/Strategy</b>	<b>Title 1 Schoolwide Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
Conduct fire drills each month and storm/crisis drills and lock down drills each semester. Target Group: All Students	8	Principal Staff Classroom Teachers	monthly	Title IV Safe and Drug-Free Schools and Communities	drill logs
The school will maintain a positive relationship with local police and first responders. Target Group: All	5,6	Campus Police	Monthly	Local Funds-General Operating fund	Safety Drill logs and reports
Promote and educate students about bullying and student conflict through student assemblies. Target Group: All Students	9	Principal Counselor	minimum of once per year	Local Funds-General Operating fund; COOP Safe and Healthy Student \$667.00	weekly calendar

**Goal 6:** Chisum Middle School will meet the safety and security needs of students and staff, including the teaching and encouraging of positive school-wide behavior.

**Objective 1:** A safe learning environment will be provided in the school setting.

<b>Activity/Strategy</b>	<b>Title 1 Schoolwide Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
Students will be recognized with medals, certificates, ribbons, etc. for accomplishments earned throughout the school year. Target Group: All Students	6	Principal Classroom Teachers	Yearly	Local Funds-General Operating fund	Awards program
Special recognition will be given to those students earning each six weeks incentive. Target Group: All Students	6	Principal Staff	conclusion of each six weeks	Local Funds-General Operating fund	student incentive list
Students will be recognized for achievements through the local media.	6	Staff	Weekly	Local Funds-General Operating fund	CMS Facebook Local Newspaper Articles
To provide eighth grade students with an effective transition to high school, a campus tour and four-year plan meeting will be provided in the late spring. Target Group: 8 <sup>th</sup> Grade	1	Principal Counselor	Yearly	Local Funds-General Operating fund	Eighth grade Schedules, scheduled meeting date