

Cypress-Fairbanks Independent School District

Sprague Middle School

2023-2024



Mission Statement

Building the SPRAGUE WAY

- **CULTURIZE** with integrity and purpose
- **UNDERSTAND** with empathy and respect
- **BUILD** a system of excellence
- **STRIVE** for greatness and positive interactions each day!

Comprehensive Needs Assessment

Student Achievement

Student Achievement Strengths

The following strengths were identified from the 2022 - 2023 STAAR tests:

- 6th and 7th grade students performed higher than the district and cluster schools in Math and ELAR.
- Emergent Bilingual students performed higher than the district and cluster school in ELAR.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Students are beginning the 2023-24 school year with learning gaps. **Root Cause:** The onset of COVID-19 in the spring of 2020 and the implications of modified instructional methods necessitated by the need for immediate remote learning.

School Culture and Climate

School Culture and Climate Summary

As a new campus we are focused on building a culture and climate centered around our mission of creating an environment that cultivates integrity and purpose, understanding one another with empathy and respect while building a system of excellence by striving to engage with one other with positive every day. We will also ensure our students and staff model our PBIS matrix of G.R.I.T (gracious, resilience, integrity, and teamwork) on a daily basis.

School Culture and Climate Strengths

The following are strengths of the campus in regard to school culture and climate.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Strengths

The following are strengths of the campus in regard to staff quality, recruitment, and retention.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: Teacher/Paraprofessional Attendance: **Root Cause:** Teacher/Paraprofessional Attendance:

Parent and Community Engagement

Parent and Community Engagement Strengths

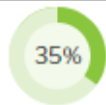





The following are strengths of the campus in regard to parent and community engagement.











Goals

Goal 1: Academic Achievement: The district will ensure academic performance and achievement levels that reflect excellence in learning and attainment of both high expectations and high standards for all students.

Performance Objective 1: Curriculum and Instruction & Accountability: By the end of the current school year, students will meet or exceed the STAAR performance targets as noted on the attached CIP data table.

Evaluation Data Sources: STAAR RLA, Math, Science, and Social Studies







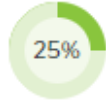

Strategy 1 Details	Formative Reviews		
Strategy 1: RLA: Using formative and summative assessment data, teachers will focus on differentiating instruction by increasing rigor with higher-level questioning, providing challenging texts, and extension activities as well as scaffolding instruction to move students from did not meet to approaches, approaches to meets, and meets to masters. Strategy's Expected Result/Impact: Meet or exceed the targets on the attached CIP target tables. Staff Responsible for Monitoring: ELAR teachers, CCIS, Instructional Leadership Team, Principal	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Math: Math teachers will engage in rigorous and purposeful planning, targeted tutoring, and differentiating instruction to focus on increasing SPED students from approaches to meets proficiency and ALL students from meets to masters proficiency. Teachers will focus on academic discourse, review spiraling, checking for understanding, and practicing new question types to meet the needs of all learning to promote student growth. Strategy's Expected Result/Impact: Meet or exceed the targets on the attached CIP target tables Staff Responsible for Monitoring: Math Teachers, Math CCIS, Administrative team	Formative		
	Nov	Feb	May
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Science: Science Teachers will create rigorous and relevant lessons that have real-world applications and hands-on experiments that help support the learning of their students and push Special Education students from approaches to meets proficiency and all students from meets to masters proficiency. Strategy's Expected Result/Impact: Meet or exceed the target on the attached CIP target table. Staff Responsible for Monitoring: Administrative team, Instructional team and Content teachers.	Formative		
	Nov	Feb	May
			

Strategy 4 Details	Formative Reviews		
Strategy 4: Social Studies:Through purposeful planning, targeted tutoring, and class instruction, Social Studies will focus on increasing K level meets to masters proficiency with the following instructional strategies: review spiraling, vocabulary, checking for understanding mastery checks, and practicing with new question types. Strategy's Expected Result/Impact: K level will meet or exceed the targets on the attached CIP target tables Staff Responsible for Monitoring: Administrative team, instructional specialists, content teachers	Formative		
	Nov	Feb	May
			N/A
Strategy 5 Details	Formative Reviews		
Strategy 5: Students will receive lessons covering nutrition and fitness and will participate in fitness related events at the campus and district levels. Strategy's Expected Result/Impact: Improved understanding of nutrition and fitness Staff Responsible for Monitoring: Principal, Director of Instruction, and Coaches	Formative		
	Nov	Feb	May
			
Strategy 6 Details	Formative Reviews		
Strategy 6: Eliminate the Learning Gap and Increase the Amount of Quality Learning Time: Each week the campus will provide all students with 25 minutes of targeted instruction (in each content area) to close the gaps created by COVID-19. Strategy's Expected Result/Impact: Meet or exceed the targets on the attached CIP target tables. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
			
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Goal 1: Academic Achievement: The district will ensure academic performance and achievement levels that reflect excellence in learning and attainment of both high expectations and high standards for all students.

Performance Objective 2: ESSER III: Throughout the current school year, use the supplemental ESSER III funds to respond to the pandemic and to address student learning loss as a result of COVID-19.

Evaluation Data Sources: STAAR and Locally Developed Assessments

Strategy 1 Details	Formative Reviews		
Strategy 1: Summer Learning/Summer Enrichment: Welcome Back Camps Strategy's Expected Result/Impact: Meet or exceed the targets on the attached CIP target tables. Staff Responsible for Monitoring: Principal, Assistant Principals, Director of Instruction, Academic Achievement Specialist	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Before/After School Program: Before/after school tutoring Strategy's Expected Result/Impact: Meet or exceed the targets on the attached CIP target tables. Staff Responsible for Monitoring: Principal, Assistant Principals, Director of Instruction, Academic Achievement Specialist	Formative		
	Nov	Feb	May
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Closing the Gaps: Provide additional instructional support to eliminate learning gaps created by COVID-19. Strategy's Expected Result/Impact: Meet or exceed targets on attached data table Staff Responsible for Monitoring: Principal, Director of Instruction, Academic Achievement Specialist	Formative		
	Nov	Feb	May
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Class Size Reduction Teacher Strategy's Expected Result/Impact: Meet or exceed targets on the attached STAAR data table Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
			



No Progress



Accomplished



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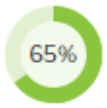




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Goal 2: Safe and Healthy Learning Environment: The district will provide a safe, disciplined, and healthy environment conducive to student learning.

Performance Objective 1: Student Safety: By the end of the current school year, 100% of the district's safety policies will be implemented.

High Priority









Evaluation Data Sources: Record of safety drills and other required safety actions.

Strategy 1 Details	Formative Reviews		
Strategy 1: Conduct Emergency Safety Drills: Fire, Evacuate (non-fire), Lock down, Secure, Shelter (Weather), Shelter (Hazmat), Metal Detector throughout the year. Strategy's Expected Result/Impact: 100% of Emergency Operating Procedure (EOP) safety drills will be conducted by scheduled deadlines. Staff Responsible for Monitoring: Principal, Assistant Principals	Formative		
	Nov	Feb	May
			
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Goal 2: Safe and Healthy Learning Environment: The district will provide a safe, disciplined, and healthy environment conducive to student learning.

Performance Objective 2: Student Attendance: By the end of the current school year, student attendance will be at 95% or higher.

High Priority
Evaluation Data Sources: Student attendance records


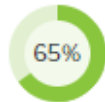






Strategy 1 Details	Formative Reviews		
Strategy 1: Teachers will increase the accuracy of attendance submissions and the attendance office will send home warning letters after 5 day absences. This us our campus attendance action plan that supports incremental growth toward a 95% overall attendance rate. Strategy's Expected Result/Impact: Students attendance rate will be at 95% or higher. Staff Responsible for Monitoring: Principal, Assistant Principals, Director of Instruction, Counselors, Registrar	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Implement a school-wide multi-tiered framework to address patterns of non-attendance (excused and unexcused absences) Strategy's Expected Result/Impact: We will share district announcements, with parents and students, regarding the importance of attending school to ensure we have 95% overall attendance rate. Staff Responsible for Monitoring: Principal, Assistant Principals, Director of Instruction, Registrar Administrators will reach out to parents of students with 5 or more absences.	Formative		
	Nov	Feb	May
			
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>			

Goal 2: Safe and Healthy Learning Environment: The district will provide a safe, disciplined, and healthy environment conducive to student learning.

Performance Objective 3: Restorative Discipline: The campus will use restorative discipline practices.

High Priority

Evaluation Data Sources: Discipline reports

Strategy 1 Details	Formative Reviews		
Strategy 1: Violence Prevention: Teachers and students will participate in programming and monthly lessons that emphasize positive character traits. They will also engage in proactive, preventative measures aimed to teach rules, procedures, and expectations that create a positive school climate. Early intervention processes including Restorative Practices and Relational Practices will be used to address student behaviors before they escalate to increase violence prevention. Strategy's Expected Result/Impact: Violent incidents will be 0% Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Restorative Discipline: Staff will be trained on restorative practices and are encouraged to use those strategies to help students contribute to the positive classroom/school environment. Our entire staff will use PBIS and our campus matrix to reinforce positive behavior amongst our students. The PBIS team will provide resources to our staff on how to build positive relationships with our students while holding them accountable. Strategy's Expected Result/Impact: Students will be equipped with self-management strategies. Staff Responsible for Monitoring: PBIS Committee, Assistant Principals, Principal	Formative		
	Nov	Feb	May
			
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>			

Goal 3: Human Capital: The district will recruit, develop, and retain highly qualified and effective personnel reflective of our student demographics.

Performance Objective 1: Teacher/Paraprofessional Attendance: By the end of the current school year, teacher/paraprofessional attendance will be at 96% for the year.

High Priority







Evaluation Data Sources: Teacher/Paraprofessional Attendance Reports

Strategy 1 Details	Formative Reviews		
Strategy 1: Teachers and paraprofessionals with perfect attendance each month will get a shout out in the campus weekly newsletter and a treat. Strategy's Expected Result/Impact: Teacher and paraprofessional attendance will be at 96% for the year. Staff Responsible for Monitoring: Principal, Director of Instruction, and Substitute Representative (paraprofessional)	Formative		
	Nov	Feb	May
	✗	✗	✗
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>			

Goal 3: Human Capital: The district will recruit, develop, and retain highly qualified and effective personnel reflective of our student demographics.

Performance Objective 2: Ensure that Teachers are Receiving High-Quality Professional Development: By the end of the current school year, 100% of teachers will receive job targeted professional development based on identified needs.


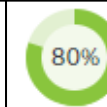




Evaluation Data Sources: Classroom implementation of professional learning
Walk-throughs
Lesson Plans

Strategy 1 Details	Formative Reviews		
Strategy 1: Teachers will be invited to specified professional development at Sprague through teacher created development and district opportunities such as content share sessions. Strategy's Expected Result/Impact: Teachers will be highly engaged and invested in PD provided by their teacher counterparts. Staff Responsible for Monitoring: Principal, Director of Instruction, Staff Development Liaisons	Formative		
	Nov	Feb	May
	 5%	 65%	
<div><div>0% No Progress</div><div>100% Accomplished</div><div>Continue/Modify</div><div>Discontinue</div></div>			

Goal 4: Family and Community Engagement: Increase parent engagement on the campus and the methods of communication used to engage parents in school activities.

Performance Objective 1: Parent and Family Engagement: For the current school year, parent and family engagement will remain consistent, with at least 90% of our Sprague families engaged throughout the entire year.

Evaluation Data Sources: Parent Surveys
Sign in sheets

Strategy 1 Details	Formative Reviews		
Strategy 1: Parent and Family Engagement: Families receive a weekly newsletter from our campus Principal notifying them of all upcoming and current events. Campus information will be posted consistently on Facebook, Instagram, Twitter, and sent via School messenger. Information will also be shared on our campus marque. Strategy's Expected Result/Impact: Parent and family engagement will be at 90% throughout the entire school year. Staff Responsible for Monitoring: Principal, Assistant Principals, Director of Instruction, Academic Achievement Specialist	Formative		
	Nov	Feb	May
			
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>			

2023-2024 CPOC

Committee Role	Name	Position
Principal	Elizabeth Bradley	Principal
Teacher #1	Emily Maher	Teacher
Teacher #2	Sharon Myles	Teacher #2
Teacher #3	Teacher #3	Teacher #3
Teacher #4	Teacher #4	Teacher #4
Teacher #5	Teacher #5	Teacher #5
Teacher #6	Teacher #6	Teacher #6
Teacher #7	Teacher #7	Teacher #7
Teacher #8	Teacher #8	Teacher #8
Other School Leader (Nonteaching Professional) #1	Sherica Williams	Other School Leader (Nonteaching Professional) #1
Other School Leader (Nonteaching Professional) #2	Whitney Timmons	Other School Leader (Nonteaching Professional) #2
Administrator (LEA) #1	Administrator (LEA) #1	Administrator (LEA) #1
Parent #1	Edgar Boada	Parent #1
Parent #2	Katherine Goolsby	Parent #2
Community Member #1	Community Member #1	Community Member #1
Community Member #2	Community Member #2	Community Member #2
Business Representative #1	Kristen Sodolak	Business Representative #1
Business Representative #2	Business Representative #2	Business Representative #2
Other School Leader (Nonteaching Professional) #3	Jamie George	Other School Leader (Nonteaching Professional) #3
Other School Leader (Nonteaching Professional) #4	Blake Harris	Other School Leader (Nonteaching Professional) #4

Addendums

The targets listed below meet minimum expectations. Campuses are responsible for meeting the CIP targets as well as state and federal accountability targets.

[illegible]

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[illegible]

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[illegible]