

Dripping Springs Independent School District
Sycamore Springs Middle School
2021-2022 Goals/Performance Objectives/Strategies



Mission Statement

We ensure all our learners grow their unique talents through future-ready experiences that inspire collaboration, creativity, critical thinking, resilience and compassion. We foster an enduring, intellectual curiosity that empowers learners to understand and positively impact their local and global communities.

Vision

Inspiring innovation through exploration and discovery.

Value Statement

SSMS Beliefs and Commitments:

Beliefs:

- We believe creative autonomy intrinsically motivates children to learn from failure, to build on success, and to discover their own unique talents and passions.
- We believe guiding and fostering critical thinking skills for all learners allows them to positively contribute to society and adapt to their ever-changing environments.
- We believe it is the collective responsibility of our life changers, the learner, the family and the community to create a safe, compassionate and diverse environment in order to cultivate, celebrate and foster the strengths and differences of each learner.

Commitments:

- We are committed to providing authentic future-ready and purposeful, life-worthy learning experiences.
- We are committed to building genuine relationships that support a diverse community of acceptance, respect, integrity, accountability, kindness and compassion.
- We are committed to entrusting the staff, the family, and the community as collaborators and innovators to support students on their path towards personal excellence.
- We are committed to modeling life-long learning by valuing and encouraging unique independent thinking, risk-taking, creativity and determination.

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Goals

Goal 1: Student Achievement:

DSISD Life Changers will holistically and strategically develop and support the academic growth of all students.

Performance Objective 1: Students will demonstrate growth from previous years as measured by multiple data sources.

Evaluation Data Sources: STAAR/EOC/TELPAS/MAP/TPRI/Common Formative Assessments/Attendance/Course Completion/Professional Learning Opportunities/

Strategy 1 Details	Reviews			
<p>Strategy 1: Instruction: The campus will provide TEKS based, evidence-based, instructional resources, instructional planning, professional development, and instructional technology across all subject areas. Teachers will analyze common assessment results by student by skill to make instructional adjustments to Tier I instruction and determine student needs for Tier 2.</p> <p>Strategy's Expected Result/Impact: Increase in mastery by 4% for each STAAR assessment in Spring of 2022 (CAMPUS WIG #1) and SSMS will achieve 65 on the Closing the Gaps reading growth status for the Hispanic population, 65 on the Closing the Gaps reading growth status for the Two or More Races population as measured on the STAAR (CAMPUS WIG #2).</p> <p>Staff Responsible for Monitoring: Campus administrators</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Reading/Writing/ELA: Teachers will use a common writing rubric from 6-8 grade to analyze student performance.</p> <p>Strategy's Expected Result/Impact: Increase in mastery on STAAR ELA by 4% in Spring 2022 (CAMPUS WIG #1)</p> <p>Staff Responsible for Monitoring: Instructional Coach, ELA Department Chair</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Math: Teachers in math will target essential and enduring standards as they disaggregate common formative assessments.</p> <p>Strategy's Expected Result/Impact: Increase in mastery by 4% on STAAR assessments in Spring 2021 (CAMPUS WIG #1).</p> <p>Staff Responsible for Monitoring: Instructional Coach/Math Department Chair</p>	Formative			Summative
	Sept	Nov	Mar	May

Strategy 4 Details	Reviews			
<p>Strategy 4: Science: Teachers will focus on student mastery of learning targets (essential standards) and evaluate student performance regularly on common performance assessments.</p> <p>Strategy's Expected Result/Impact: Increase of 4% master on STAAR in Spring 2022 (CAMPUS WIG #1).</p> <p>Staff Responsible for Monitoring: Instructional Coach, Science Department Chair</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 5 Details	Reviews			
<p>Strategy 5: Social Studies: Teachers will focus on using the strategy of Document Based Questions to develop students critical thinking skills.</p> <p>Strategy's Expected Result/Impact: Increase of 4% mastery on STAAR Social Studies in Spring 2022 (CAMPUS WIG #1).</p> <p>Staff Responsible for Monitoring: Instructional Coach, SS Dept. Chair</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 6 Details	Reviews			
<p>Strategy 6: Electives: Teachers will focus on creativity and innovation to increase daily engagement of students in learning.</p> <p>Strategy's Expected Result/Impact: Campus attendance will be 97% or higher for the school year (CAMPUS WIG #3)</p> <p>Staff Responsible for Monitoring: Administrators, attendance clerk.</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 7 Details	Reviews			
<p>Strategy 7: Progress Monitoring: Teachers will monitor student progress through regular universal screeners for reading and math while utilizing data to guide instruction.</p> <p>Strategy's Expected Result/Impact: MAP results will be analyzed by the end of September and students identified for Tier 3 instruction will be scheduled into support classes.</p> <p>Staff Responsible for Monitoring: Assistant Principal, math interventionist, ELA interventionist.</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 8 Details	Reviews			
<p>Strategy 8: Multi-Tiered System of Support (Response to Intervention): Teachers will identify struggling learners through the MTSS (RTI) process and provide instructional methods such as intervention/tutorials for all STAAR/EOC tested subjects.</p> <p>Strategy's Expected Result/Impact: Tiered intervention taking place daily during Tiger WIN time will support students in achieving mastery who don't do so through Tier I instruction.</p> <p>Staff Responsible for Monitoring: English and math teachers, administrators.</p>	Formative			Summative
	Sept	Nov	Mar	May

Strategy 9 Details	Reviews			
<p>Strategy 9: Data and Assessment: The campus will utilize district assessment procedures to support teachers in the analysis of data and in making real-time adjustments to both classroom and student-specific instruction.</p> <p>Strategy's Expected Result/Impact: Teachers will analyze student performance on common formative assessments by student by skill and make instructional decisions to enhance mastery for all students.</p> <p>Staff Responsible for Monitoring: administrators, department chairs, instructional coaches</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 10 Details	Reviews			
<p>Strategy 10: English Learners: The campus will focus on the development of academic language proficiency level descriptions for listening, speaking, reading and writing.</p> <p>Strategy's Expected Result/Impact: Teachers will post learning objectives in lesson plans on Canvas.</p> <p>Staff Responsible for Monitoring: LPAC Chair</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 11 Details	Reviews			
<p>Strategy 11: Special Education Services: The campus will focus on purposeful instructional planning to enhance content knowledge of special education teachers for increased academic achievement of students receiving services as identified through the ARD process and documented in their IEP. The campus will follow district established procedures for child find, referrals and evaluations.</p> <p>Strategy's Expected Result/Impact: SSMS will achieve 19% on the Closing the Gaps reading academic achievement status for the special education population as measured on the STAAR (CAMPUS WIG #2)</p> <p>Staff Responsible for Monitoring: Instructional coaches, administrators</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 12 Details	Reviews			
<p>Strategy 12: Dyslexia Services: Students with dyslexia will be identified and evaluated in a timely manner. Accommodations and systematic instruction aligned to the requirements of the Texas Dyslexia Handbook will be provided.</p> <p>Strategy's Expected Result/Impact: Students qualifying for dyslexia services will receive services and support.</p> <p>Staff Responsible for Monitoring: Dyslexia teacher, campus administrator, District Dyslexia Supervisor/Administrator</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 13 Details	Reviews			
<p>Strategy 13: 504 Services: Campus administrators will ensure documentation of student accommodations based on evaluations/data and aligned directly to the student's disability. Teachers will access their student's 504 plans and consistently provide the agreed upon accommodations to ensure ADA compliance for all students with disabilities. The campus will adhere to established procedures for child find, referrals and evaluations.</p> <p>Strategy's Expected Result/Impact: Teachers will unpack 504 accommodation bundles and implement accommodations in the classroom.</p> <p>Staff Responsible for Monitoring: Special services staff, 504 coordinator</p>	Formative			Summative
	Sept	Nov	Mar	May

Strategy 14 Details	Reviews			
<p>Strategy 14: Accelerated Instruction for At-Risk Students: Accelerated instruction will be provided for all students not meeting the minimum standard on state assessments. These supplemental instructional opportunities can be provided by enrichment classes and other methods during the school year and/or during summer school programs.</p> <p>Strategy's Expected Result/Impact: Students needing accelerated instruction will increase mastery when taking second and third administration of STAAR reading or math.</p> <p>Staff Responsible for Monitoring: ELA and Math department chairs, administration.</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 15 Details	Reviews			
<p>Strategy 15: Gifted and Talented: Teachers of G/T students will receive the appropriate amount of professional development (30 hours initial training, 6-hour annual update). The campus will adhere to established guidelines for GT nominations, screening, selection and placement.</p> <p>Strategy's Expected Result/Impact: GT student will received embedded support and instruction in advanced courses by highly qualified and trained teachers.</p> <p>Staff Responsible for Monitoring: District GT Coordinator, Campus Administrator</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 16 Details	Reviews			
<p>Strategy 16: Technology: The campus will provide innovative practices such as blended learning, to enhance digital citizenship, implement technology and digital learning lessons while delivering instruction. The campus provides access to technology (hardware and software) for the purposes of teaching and learning for students and staff.</p> <p>Strategy's Expected Result/Impact: Students will utilize technology daily through Canvas Learning Management System to complete and submit school work and develop technology proficiency.</p> <p>Staff Responsible for Monitoring: Facilitator of Learning and Innovation, Teachers.</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 17 Details	Reviews			
<p>Strategy 17: Successful Transitions: The campus provides academic counseling support services to middle school students transitioning to the high school campus.</p> <p>Strategy's Expected Result/Impact: Students will complete career survey and meet with high school counselors to learn about pathways and elective opportunities at the high school.</p> <p>Staff Responsible for Monitoring: Campus Counselor, High School counselors</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 18 Details	Reviews			
<p>Strategy 18: Increasing Attendance, Drop-Out Prevention: The campus will monitor attendance to provide intervention, supports and a plan for the school year.</p> <p>Strategy's Expected Result/Impact: Attendance rate of 97% or higher for the school year (CAMPUS WIG #3)</p> <p>Staff Responsible for Monitoring: Attendance clerk, administration</p>	Formative			Summative
	Sept	Nov	Mar	May

Strategy 19 Details	Reviews			
<p>Strategy 19: DAEP: The campus will monitor performance data of students served in the DAEP including student groups served, attendance rates, pre- post- assessment results, dropout rates, graduation rates and recidivism rates.</p> <p>Strategy's Expected Result/Impact: Students in DAEP will not fall behind academically and will transition successfully back to campus.</p> <p>Staff Responsible for Monitoring: DAEP Supervisor, home campus administrator and counselor</p>	Formative			Summative
	Sept	Nov	Mar	May

Goal 2: Staff Quality, Recruitment, and Retention:

Support the vision and mission of the district by placing a Life Changer in every position.

Performance Objective 1: The campus will hire high-quality staff, highly qualified paraprofessionals and develop, empower and sustain leaders who are committed to the vision and mission of the district.

Evaluation Data Sources: Paraprofessional Compliance Report, TEA Equity Plan, Retention Reports, ADDS data, Increased Student Achievement

Strategy 1 Details	Reviews			
<p>Strategy 1: Attract/Retain Staff: The campus will attract and retain highly qualified teachers for instruction and intervention/tutorials. The teacher mentoring system will be used to support and retain teachers.</p> <p>Strategy's Expected Result/Impact: Campus will work with HR to ensure high quality teachers are hired.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Professional Development: The campus will provide information and access to professional development for teachers, administrators, paraprofessionals, and other staff as needed.</p> <p>Strategy's Expected Result/Impact: PD offerings will align with teacher needs and will be provided ongoing support during PLC.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May

Goal 3: School Culture, Communication, and Compliance:

All students will be educated in a safe environment that promotes collaborative and positive communication within the organization that effectively and efficiently manages operational, programmatic, and fiscal compliance.

Performance Objective 1: The campus will ensure campus/district safety, engage parents and families in frequent and ongoing communications, and utilize fiscal transparency.

Evaluation Data Sources: Incident Reports, Budgets, Communications, Surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: Goal Setting (CNA/CIP): The campus has an established site-based decision making committee that focuses on the campus improvement planning process, and carries out responsibilities such as, but not limited to, the campus calendar, professional development plans, budgets, accountability requirements, drop-out and attendance rates, Federal/state requirements, etc.</p> <p>Strategy's Expected Result/Impact: Campus Advisory Committee meetings will maintain agendas, sign-in sheets and meeting notes.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Fiscal Compliance: To increase program effectiveness, eliminate duplication, and reduce fragmentation of instructional programs, the campus will coordinate with the district in regards to budgets and federal (TI, TII, TIII, TIV), state (SCE, SAMP), and local funds to provide appropriate programs, instruction, and services to all students while maximizing the impact of available resources.</p> <p>Strategy's Expected Result/Impact: Campus will ensure efficient use of budget and align expenditures to student needs.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Public Meeting: The campus holds an annual public meeting upon receipt of campus ratings from the Texas Education Agency regarding performance and the campus improvement plan.</p> <p>Strategy's Expected Result/Impact: Campus will maintain an updated CIP and post to the campus website.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May

Strategy 4 Details	Reviews			
<p>Strategy 4: Student Safety: The campus will utilize district aligned communication channels with area emergency operations departments, provide training, manage security coverage, update the Emergency Operations Procedures, and conduct safety/security audits. Equipment, hardware and software updates will be acquired as needed to enhance campus security measures. The campus will conduct safety drills, require visitor sign in and badges, ensure perimeter doors are locked and other precautions, as necessary.</p> <p>Strategy's Expected Result/Impact: Campus concerns regarding safety will be processed in a timely manner.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May

Goal 4: Social-Emotional, Mental, and Health Wellness:

DSISD will support and enhance students' social and emotional skills, attitudes, relationships, academic performance, and perceptions of classroom and school climate through comprehensive social-emotional/counseling and health wellness programs designed to address student needs.

Performance Objective 1: Promote social-emotional, mental, and health wellness for all students by increasing access to developed responsive support services as measured by surveys and feedback from students, parents, and staff.

Evaluation Data Sources: Survey data, response plans, counselor/MHP support data/MTSS operational reports,

Strategy 1 Details	Reviews			
<p>Strategy 1: Early Intervention: The campus will follow the district provided comprehensive school counseling program and guidance services to support identified student needs regarding early mental health intervention, suicide prevention, dating violence, conflict resolution, use of tobacco, and drug/violence prevention/intervention. The district will integrate best practices on positive behavior interventions and support, grief-informed and trauma-informed care.</p> <p>Strategy's Expected Result/Impact: Students will receive services and interventions related to their presented needs. Social, emotional, and academic growth will result in this responsive approach.</p> <p>Staff Responsible for Monitoring: Principal, Counselor and Nurse</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Addressing Abuse: The campus will adhere to the district policy addressing sexual abuse, sex trafficking, and other maltreatment of children which includes methods for staff, student and parent awareness including prevention techniques and warning signs of victims, actions for the safety and counseling of the victims and CPS reporting by staff and administrators.</p> <p>Strategy's Expected Result/Impact: The campus will equip staff and all stakeholders, as reasonable and necessary, with professional development to assist with understanding, identifying, and responding to child maltreatment.</p> <p>Staff Responsible for Monitoring: Principal, Counselor and Nurse</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Anti-Bullying: The campus will ensure that the discipline management program provides for prevention, intervention, and education concerning unwanted physical and/or verbal aggression, sexual harassment, cyber-bullying, bullying harassment on campus, school grounds, and in school vehicles. The district maintains an anti-bullying policy and will increase student awareness of the tip line.</p> <p>Strategy's Expected Result/Impact: Bullying referrals will decrease as a result of the bullying protocols and policy adherence by students and staff.</p> <p>Staff Responsible for Monitoring: Principal and Counselor</p>	Formative			Summative
	Sept	Nov	Mar	May

Strategy 4 Details	Reviews			
<p>Strategy 4: SEL: Build capacity with teacher professional development of SEL and additional professional counseling support within the district to address instructional loss, isolation, and anticipated increase in emotional distress as a result of the pandemic. The campus utilizes LEAD as an SEL program.</p> <p>Strategy's Expected Result/Impact: Data showing increases in student sense of belonging, resilience, and self-awareness skills. Academic achievement will increase.</p> <p>Staff Responsible for Monitoring: Principal and Counselor</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 5 Details	Reviews			
<p>Strategy 5: SEL: Follow the district created TEKS-aligned comprehensive counseling curriculum that includes supports for elementary and secondary campuses.</p> <p>Strategy's Expected Result/Impact: Utilization of social-emotional curriculum supports within lesson design. Learner growth as indicated through surveys.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May

Goal 5: Parent Engagement:

DSISD will increase parent engagement and stakeholder involvement at both the campus and district level by making families feel welcomed through building meaningful connections and increased communication throughout the district and on all campuses.

Performance Objective 1: An increase in parental engagement through participation in campus/district events, positive connections to campus/district with an increase in overall communication throughout the district.

Evaluation Data Sources: Culture/Climate Survey results, sign-in sheets for district/campus events.

Strategy 1 Details	Reviews			
<p>Strategy 1: Parent and Family Engagement: The campus will educate and inform families about campus/district programs and services prior to the event to build capacity, understanding, and importance of parent and family engagement. A variety of communication methods will be used, in a language that parent can understand, including, but not limited to websites/social media, emails, school marquee, local newspaper communications, meet the teacher night, open house, report card pickup, parent/guardian meetings, etc.</p> <p>Strategy's Expected Result/Impact: Increased participation in events and programs noted in sign-in sheets. Use of climate/culture survey data along with website analytics will support feedback on implementation.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Communicating Student Achievement to Parents: The campus will provide consistent, timely, and accurate communication to parents on individual student achievement data through a variety of methods such as, but not limited to student work samples, progress report updates, report cards, parent-teacher conferences, phone calls, etc.</p> <p>Strategy's Expected Result/Impact: Increased partnerships with parents and families and an increase in student achievement and supporting the whole child.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May

Goal 5: Parent Engagement:

DSISD will increase parent engagement and stakeholder involvement at both the campus and district level by making families feel welcomed through building meaningful connections and increased communication throughout the district and on all campuses.

Performance Objective 2: Increase communication initiatives to strengthen open and transparent two-way communication with all stakeholders.

Evaluation Data Sources: Utilize data from relevant surveys and feedback, sign-in sheets, community feedback.

Strategy 1 Details	Reviews			
<p>Strategy 1: Increase opportunities for authentic engagement of parents, residents, community members, and business partners.</p> <p>Strategy's Expected Result/Impact: Review of increased partnerships and engagement through events, promotions, social media, etc.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Ensure transparency, clarity, frequency, and timeliness of internal and external communications.</p> <p>Strategy's Expected Result/Impact: Increased clarity and consistency with district and school communication as evidenced through community and climate surveys and feedback.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Communication: Promote and enhance communication and collaboration across the organization.</p> <p>Strategy's Expected Result/Impact: Increased coherence and clarity within district departments and all campuses.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May