

Brenham Independent School District
Brenham Middle School
2022-2023 Campus Improvement Plan



Mission Statement

Campus Mission

In collaboration with our families and community, Brenham Middle School along with Brenham Independent School District is committed to providing an exceptional education for all students.

District Mission

In collaboration with our families and community, Brenham Independent School District is committed to an exceptional education for ALL students.

Vision

Campus Vision

To help students grow academically and socially into productive members of our local and global community.

District Vision

Brenham ISD... A proud community inspiring and encouraging excellence for ALL.

In order to achieve the shared vision of our school, Brenham Middle School staff has made the following collective commitments. BMS staff will:

- Be positive, contributing members of our collaborative team, and the campus while building healthy/respect-filled relationships.
- Create and uphold a positive and safe learning environment where students and educators desire to be.
- Collaborate with parents to provide resources, strategies, and information to ensure all students succeed both in and out of the classroom.
- Guide student behaviors in a prompt and effective manner to ensure that learning continues with all students.
- Ensure that every student believes he or she has the capacity to learn and meet high expectations.
- Utilize a variety of instructional strategies to promote success for all students.
- Implement individual and small group instructional programs to meet the learning needs of all students.
- Prepare all students to make the transition from dependence to independence.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Brenham Middle School is a rural middle school in Brenham, Texas that serves approximately 685 students grades 5 through 6th grade. Currently, the student body consists of 34.5% Hispanic students, 22% African American students, 39.9% students, white 1.2% Asian students. Of these students, 63.4% are Economically Disadvantaged. Student body is 15.9% special education, and 10.5% are gifted and talented students. The Brenham Middle School leadership team collaborates with our Instructional Coaches and District Personnel to use best practices to enhance teaching and learning. At Brenham Middle School Elementary we provide job embedded professional learning opportunities in order to enhance professional growth. All teachers that are new to the profession are provided with a mentor that meets with them to problem solve and provide support. In addition, all teachers receive support through their Professional Learning Community and Instructional Coaches, as they plan and create student assessments. Brenham Middle School Elementary works to address any attendance concerns for students and works with families to address attendance issues.

Student Learning

Student Learning Summary

Spring administrations of the NWEA MAP universal screener yielded the following results according to the School Profile Report.

Grade/Content area	1st-20th percentile	21st-40th percentile	41st-60th percentile	61-80th percentile	>80th percentile
5th Reading	14%	19%	25%	31%	11%
6th Reading	19%	19%	23%	24%	15%
5th Math	20%	14%	27%	25%	14%
6th Math	19%	15%	21%	27%	14%

Student Learning Strengths

The majority of students at BMS are performing at or above the median range compared to students at the national level in both the 5th and 6th grades and in both math and reading. TEA assigned Brenham Middle School a rating of 80 out of 100, a "B" rating.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Student reading achievement in reading is in need of improvement in regards to the number of students reading at on grade level. **Root Cause:** Current students developed gaps in learning during critical primary years of instruction due to school closures and online instruction.

School Processes & Programs

School Processes & Programs Summary

BMS has the following structure:

1 Principal

2 Assistant Principals

50 teachers

2 Counselors

1 Nurse

17 paraprofessionals including one receptionist, one attendance clerk/register, one librarian, on administrator aide

Teachers are in teams of 3 for 6th grade and 2 for 5th grade.

Teachers meet as professional learning teams based on the content areas they teach.

School Processes & Programs Strengths

Our teachers have professional learning time to collaborate with teachers teaching the same content four days per week. Our guiding coalition is made up of teachers, administrators, and counselors that help evaluate and improve our professional learning community. Our campus uses EBIS (effective behavior management systems) schoolwide as well as campus planners to improve student organization. BMS also uses a House System to sort students and encourage comradery and incentivize positive behaviors.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: A strategic system for delivering ongoing, relevant professional development is needed especially in classroom management and curriculum design. **Root Cause:** Brenham Middle School has been impacted by the current teaching shortage. For that reason, many of our teachers are new to the profession and lack experience in student teaching or other field experience. Most of their relevant training happens on the job.

Priority Problem Statements

Problem Statement 2: Student reading achievement in reading is in need of improvement in regards to the number of students reading at on grade level.

Root Cause 2: Current students developed gaps in learning during critical primary years of instruction due to school closures and online instruction.

Problem Statement 2 Areas: Student Achievement - Student Learning

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain

Student Data: Assessments

- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Section 504 data
- Gifted and talented data
- Dyslexia data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Class size averages by grade and subject

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Professional development needs assessment data
- T-TESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate

Support Systems and Other Data

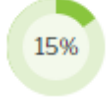





- Budgets/entitlements and expenditures data

Goals

Goal 1: Coordinated curriculum that is implemented through effective instructional practices

Performance Objective 1: Brenham Middle School will increase the percentage of students reading on grade level from 37.6% to 47%.









Evaluation Data Sources: NWEA MAP Universal Screener

Strategy 1 Details	Reviews			
<p>Strategy 1: Students requiring tier 2 intervention for reading will receive instruction using Reading Horizons Elevate.</p> <p>Strategy's Expected Result/Impact: Students working with this strategy will increase their reading grade levels by 2 grades.</p> <p>Staff Responsible for Monitoring: Support teachers will provided small group instruction in addition to general education teachers' classroom instruction.</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: Coordinated curriculum that is implemented through effective instructional practices

Performance Objective 2: Brenham ISD will increase the percentage of students who are proficient in performing grade-level math from 38.9% to 42%.







Evaluation Data Sources: NWEA Map Universal Screener

Strategy 1 Details	Reviews			
<p>Strategy 1: Instructional staff will focus on essential standards as established by the curriculum design team to provide targeted tier 1 instruction.</p> <p>Strategy's Expected Result/Impact: Student mastery of essential skills will increase.</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Students will participate in extension lessons in science, technology, engineering, art, and math by attending a STEAM lab with a certified teacher in addition to their math and science teachers.</p> <p>Strategy's Expected Result/Impact: Students will experience hands-on instruction in a science lab setting.</p> <p>Staff Responsible for Monitoring: Certified teacher in addition to classroom general education teacher.</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 Title I, Part A - \$66,207</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Coordinated curriculum that is implemented through effective instructional practices

Performance Objective 3: Brenham Middle School will increase the number of students making one level of growth on TELPAS from 38% to 44%.
Strategies:









Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
<p>Strategy 1: LPAC will determine the identification and placement of LEP students and monitor each student's progress. Strategy's Expected Result/Impact: EB students will make at least one year's expected growth. Staff Responsible for Monitoring: LPAC, Administrators</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
	 20%	 25%		
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: Develop responsible, respectful, and collaborative citizens

Performance Objective 1: Brenham Middle School will decrease the number of office referrals by 10%









Evaluation Data Sources: Ascender discipline reports

Strategy 1 Details	Reviews			
<p>Strategy 1: BMS will create an Effective Behavior Intervention System team that will create school-wide expectations as well as incentives for appropriate behavior.</p> <p>Strategy's Expected Result/Impact: School-wide expectations will be upheld and communicated with common language in classrooms and common areas of the campus.</p> <p>Staff Responsible for Monitoring: Professional and paraprofessional teachers, teaching assistants, and support staff ie behavior specialists and therapists.</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Counselors will conduct guidance lessons with students to foster social and emotional learning.</p> <p>Strategy's Expected Result/Impact: Students will gain social and emotional coping strategies.</p> <p>Staff Responsible for Monitoring: Guidance counselors, administrators.</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Develop responsible, respectful, and collaborative citizens

Performance Objective 2: Brenham ISD will increase our attendance rate by 1%

Evaluation Data Sources: Attendance Reports, parent/student attendance meetings, home visits

Strategy 1 Details	Reviews			
<p>Strategy 1: Registrars and assistant principals will work together to create attendance folders to monitor student absences, including written communication at the 3rd, 5th, and 10th absence.</p> <p>Strategy's Expected Result/Impact: Parent awareness of the importance of daily attendance will improve. Parents will make greater efforts to prioritize attendance at school.</p> <p>Staff Responsible for Monitoring: Grade-level assistant principals; registrar</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Truancy prevention measure plans, including parent conferences, will be developed by the assistant principals.</p> <p>Strategy's Expected Result/Impact: Awareness of the value of daily attendance will improve for students and parents. Obstacles hindering a child's attendance can be identified and removed.</p> <p>Staff Responsible for Monitoring: Grade-level assistant principals.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: Provide a safe & secure environment at all BISD facilities

Performance Objective 1: Brenham Middle School will ensure the safety of all students





Evaluation Data Sources: Added security measures.







Strategy 1 Details	Reviews			
<p>Strategy 1: Safety drills will be conducted throughout the school year. Strategy's Expected Result/Impact: Staff and students will be better prepared for a plethora of situations that could pose a safety risk. Rehearsal will help administrators identify areas that need improvement as well as give students and staff opportunities to build a comfort level to remain calm should an emergency arise. ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Campus Building walks will be conducted throughout the school year to monitor and address safety concerns. Strategy's Expected Result/Impact: Areas of concern will be identified and addressed. Staff Responsible for Monitoring: Campus administrators. ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: New Safety devices and materials as well as staff will be added to the campus. Strategy's Expected Result/Impact: The campus will become safer as a physical structure. Staff Responsible for Monitoring: Campus and district administrators. ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 4: Attract and retain quality staff

Performance Objective 1: 85% of all instructional staff receiving proficient or higher on TTESS evaluation.

Evaluation Data Sources: TTESS evaluation data
Professional development attendance.

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will have the opportunity to improve their pedagogy through ongoing professional development. Strategy's Expected Result/Impact: Teachers' professional capacity will increase. Staff Responsible for Monitoring: Administrators, instructional coach</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will work with professional learning teams through the PLC process to continually monitor and increase student learning. Strategy's Expected Result/Impact: By collaborating, staff will share collective responsibility for student growth and success. Staff Responsible for Monitoring: Administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: New teachers beginning their educational career will be provided a mentor teacher on campus in addition to working with an instructional coach and will attend new teacher training provided by the district.</p> <p>Strategy's Expected Result/Impact: New teachers will have a personal contact to whom they may address questions in addition to the administrators and instructional coach.</p> <p>Staff Responsible for Monitoring: Campus principal, HR director</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Funding Sources: - 211 Title I, Part A - \$73,295</p>	Formative			Summative
	Nov	Jan	Mar	June
	 10%	 15%		
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Campus Funding Summary

211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	2			\$66,207.00
4	1	3			\$73,295.00
Sub-Total					\$139,502.00

Addendums

Si necesita servicios de traducción, llame al (979) 277-3700 o envíe un correo electrónico a mgold@brenhamk-12.net

If you need translation services, please call (979) 277-3700 or send an email to mgold@brenhamk-12.net