

# **BORGER MIDDLE**

## **Campus Improvement Plan**

### **2014/2015**

*A place where learning occurs in a positive environment through high expectations, consistent discipline, and a celebration of student successes.*

# BORGER MIDDLE

## **Mission**

*The mission of Borger Middle School is to provide a quality education in a safe and nurturing environment which prepares our students to be responsible, productive citizens.*

## **Vision**

### Nondiscrimination Notice

BORGER MIDDLE does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

## BORGER MIDDLE Site Base

Name	Position
Cantu, Christi	Parent
Fleming, Janet	Business Representative
Flood, Dayna	Teacher
Grange, Clinton	Teacher
Harris, Brandon	Teacher
Mahler, Brandon	Assistant Principal
Mckinney, Cathy	Teacher
Mears, Nick	Teacher
Reed, Amber	Teacher
Schomp, Kim	Teacher
Thompson, Marcie	Parent

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2014/2015 school year.)*

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

# Resources

Resource	Source
No rows defined.	

# BORGER MIDDLE

**Goal 1.** Borger Middle School will increase awareness, interest, community support, and involvement in the education of students through the cooperative efforts of staff, parents, and community.

**Objective 1.** Borger Middle School will improve parental involvement by 10% as measured by sign-in sheet documentation, completed registrations, and estimated attendance at school functions and activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger Middle School will increase parental involvement in the education of children through ARD meetings, LPAC meetings, parent volunteer program, Title 1 Program meetings, and New Year's Party. Critical Success Factor: Family and Community Engagement (Title I SW: 2,6,8) (Title I TA: 4,7) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Teacher(s)	08/25/2014 - 5/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Sign in sheets (May 2015) Summative - Parent surveys at the end of the 2015 school year. (May 2015)
2. Borger Middle School will use the automated phone system, remind text messaging system, school way app, school news channel, marquees, local newspaper, and church bulletins to help keep the parents and community updated on current school information. Critical Success Factor: Family and Community Engagement (Title I SW: 2,6,8) (Title I TA: 7) (Target Group: All)	Assistant Principal(s), Parent Involvement Coordinators, Principal, Teacher(s)	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Parent surveys at the end of the 2014 school year. (May 2015)
3. School information will be provided in both English and Spanish to the extent possible, including parent conferences and ARD meetings. Critical Success factor: Family and Community Engagement (System Safeguards) (Title I SW: 2,6,8) (Title I TA: 7) (Target Group: All) (NCLB: 4)	ARD Committee, Parent Involvement Coordinators	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Parent surveys at the end of the 2015 school year. (May 2015)
4. Parents will have the opportunity to join the booster club and parent teacher organization, as well as be informed of all pertinent information. Critical Success Factor: Family and Community Engagement (Title I TA: 7) (Target Group: All) (NCLB: 1,4)	Assistant Principal(s), Parent Involvement Coordinators, Principal, Teacher(s)	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Sign in sheets (May 2015) Summative - Parent surveys at the end of the 2014 school year. (May 2015)

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>5. Borger Middle School will initiate "Parents Need to Know Night" twice annually as well as a ESL family night in order to provide parents with campus information, school policies, and state assessment information(STAAR). Critical Success Factor: Family and Community Engagement (System Safeguards) (Title I SW: 6) (Title I TA: 4,7) (Target Group: All) (NCLB: 1,5)</p>	<p>Assistant Principal(s), Designee(s), Principal</p>	<p>09/29/2014 &amp; 01/20/2015</p>	<p>(L)Local Taxes and State Per Capita Allotments</p>	<p>Summative - Sign in sheets (May 2015)</p>
<p>6. Personal contact from school representatives will be made with local companies to help support students achievement through community involvement. Speakers from different areas of the community will be provided an opportunity to speak with 8th grade students about future careers. Critical Success Factor: Family and Community Engagement (Title I SW: 2,6,10) (Title I TA: 1,4,7,8) (Target Group: All)</p>	<p>Parent Involvement Coordinators</p>	<p>08/25/2014 - 05/29/2015</p>	<p>(F)Federal Grants, (L)Local Taxes and State Per Capita Allotments</p>	<p>Summative - Parent involvement as evidenced through documentation. (May 2015)</p>

# BORGER MIDDLE

**Goal 1.** Borger Middle School will increase awareness, interest, community support, and involvement in the education of students through the cooperative efforts of staff, parents, and community.

**Objective 2.** Borger Middle School will promote parent and community partnerships in education by increasing parental and community involvement opportunities by 5%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Parental Involvement Coordinators will communicate periodically in order to notify parents of ongoing efforts/trends and upcoming events. Critical Success Factor: Family and Community Engagement (Title I SW: 2,6,9,10) (Title I TA: 2,4,7,8) (Target Group: All) (NCLB: 4,5)	Parent Involvement Coordinators	08/25/2014 - 05/29/2015	(F)Federal Grants, (L)Local Taxes and State Per Capita Allotments	Summative - Record of documented contact (May 2015)
2. Parental Involvement Coordinators will complete contact forms and provide documentation to the requesting teacher. Critical Success Factor: Family and Community Engagement (Title I SW: 2,6,9,10) (Title I TA: 2,4,7,8) (Target Group: All) (NCLB: 4,5)	Parent Involvement Coordinators	08/25/2014 - 05/29/2015	(F)Federal Grants	Summative - Contact form documentation (May 2015)
3. Parental Involvement Coordinators will support parent involvement initiatives through trainings such as ESL, GED, and parenting classes at Borger Middle School as well as at the District Parent Involvement Center. Critical Success Factor: Family and Community Engagement (System Safeguards) (Title I SW: 2,6,9,10) (Title I TA: 2,4,7,8) (Target Group: All)	Parent Involvement Coordinators	08/25/2014 - 05/29/2015	(F)Federal Grants, (L)Local Taxes and State Per Capita Allotments	Summative - Parent surveys at the end of the 2014 school year. (May 2015)



# BORGER MIDDLE

**Goal 2.** Borger Middle School will improve academic achievement for all students.

**Objective 1.** Borger Middle School will achieve deep alignment between the written, taught, and tested curriculum as evidenced by all students. Student Sub-Groups Reading: Special Education- (4% increase or RI of 5%) LEP- (34% increase or RI of 17%) Economically Disadvantaged- (2% increase or RI of 1%) Student Sub-Groups Math: Special Education- (4% increase or RI of 1%) LEP- (26% increase or RI of 15%) Economically Disadvantaged- (6% increase or RI of 2%)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Student academic performance will be measured through the development of Common Formative Assessments designed by department heads to address equal or higher levels of rigor as outlined in the Texas Essential Knowledge and Skills. Critical Success Factor: Academic Performance (Title I SW: 2) (Title I TA: 1,2,3,4) (Target Group: All) (NCLB: 1,2,5)	Principal, Teacher(s)	09/29/2014 - 05/22/2015	(L)Local Taxes and State Per Capita Allotments	Formative - We will use the DMAC data analysis to assess performance. (Fall 2014 & Spring 2015)
2. Teachers and campus administrators will utilize data disaggregation resources to gather student performance data that will be used to drive decision making and identify performance trends. Departments will meet with campus administrators to discuss Common Formative Assessment results and develop an action plan to address low performing Student Expectations. Critical Success Factor: Academic Performance (Title I SW: 1,8,10) (Title I TA: 1,2,3,4) (Target Group: All) (NCLB: 1,2,5)	Principal, Teacher(s)	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Formative - We will use lesson plan documentation, and data analysis meetings to assess performance (Fall 2014 & Spring 2015)
3. All teachers will use a variety of instructional technology programs to enhance the learning of all students. Critical Success Factor: Academic Performance (Title I SW: 2) (Title I TA: 1,2,3,4) (Target Group: All) (NCLB: 2,4)	Campus Instructional Technologist, Teacher(s)	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Campus walk through s, formal observations, and lesson plan audits. (May 2015)
4. Borger Middle School will use differentiated instructional strategies in order to meet all learning styles. Teachers will implement strategies identified from the fundamental five to provide high quality instruction for more diverse learners. Critical Success Factor: Academic Performance (Title I SW: 2,9) (Target Group: All) (NCLB: 1)	Director of Federal Programs and Instruction, Instructional Liaison, Principal	08/25/2014 - 05/29/2015	(O)No Associated Cost, (O)Teacher pedagogy	Summative - Formative - Administrator walk through data, lesson plan audits (Every 6-9 weeks) Summative - Increased student performance as evidenced by local and state assessments (Fall 2014 & Spring 2015)

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Teachers will utilize higher level/open ended questioning, requiring multi-step processing. Double coded questioning will also be utilized in Common Formative Assessments. Critical Success Factor: Academic Performance (Title I SW: 2) (Target Group: All) (NCLB: 1)	Director of Federal Programs and Instruction, Instructional Liaison, Principal	08/25/2014 - 05/29/2015	(O)Access to Taxonomy and Question Stems, (O)No Associated Cost, (O)Teacher pedagogy	Summative - Formative - Administrator walk through data, lesson plan audits (Every 6-9 weeks) Summative - Increased student achievement as evidenced by increased performance on state and local assessments (Fall 2014 & Spring 2015)
6. Supplemental positions will be utilized to support the educational needs of students at Borger Middle School. Critical Success Factor: Academic Performance (Title I SW: 9) (Target Group: All) (NCLB: 1)	Principal	08/25/2014 - 05/29/2015	(F)Title 1 Part A Funds	Formative - PDAS, walk throughs (every six weeks) Summative - Increased student achievement (Fall 2014 & Spring 2015)
7. Instructional positions will be utilized to continue providing instruction for At Risk students. Critical Success Factor: Academic Performance (Target Group: AtRisk) (NCLB: 5)	Principal	08/25/2014 - 05/29/2015	(O)FTE, (S)State Compensatory	Formative - PDAS, walk throughs (Every six weeks) Summative - Increased student performance as evidenced through local and state assessments (Fall 2014 & Spring 2015)
8. Borger Middle School will identify, and monitor students who were within measurable range of Advanced Level III for Math and Reading interventions. (Title I SW: 10) (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	08/25/2014 - 5/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Increased percentage of students scoring Advanced Level III in Reading and Math on STAAR

# BORGER MIDDLE

**Goal 2.** Borger Middle School will improve academic achievement for all students.

**Objective 2.** Borger Middle School will provide intensive interventions, remediation, and preventative strategies for students not mastering grade level content or previous year state assessments. Student Sub-Groups Reading: Special Education- (4% increase or RI of 5%) LEP- (34% increase or RI of 17%) Economically Disadvantaged- (2% increase or RI of 1%) Student Sub-Groups Math: Special Education- (4% increase or RI of 1%) LEP- (26% increase or RI of 15%) Economically Disadvantaged- (6% increase or RI of 2%)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger Middle School will target our English Language Learners in Reading and Math to meet system safeguards by providing interventions to satisfy their academic needs. Critical Success Factor: Academic Performance (Title I SW: 2,3,9) (Target Group: LEP) (NCLB: 1,2)	Principal, Teacher(s)	08/25/2014 - 05/29/2015	(F)Title 1 Part A Funds, (L)Local Taxes and State Per Capita Allotments	Summative - Formative - RTI Records (Every 6 Weeks) Summative - Increased student achievement as evidenced by state and local assessments (Fall 2014 & Spring 2015)
2. Borger Middle School will utilize progressing levels of intervention with students to close performance gaps. Critical Success Factor: Academic Performance (Title I SW: 2,9,10) (Target Group: AtRisk) (NCLB: 1)	Core Subject Teachers, Director of Federal Programs and Instruction, Principal	08/25/2014 - 05/29/2015	(F)Title 1 Part A Funds, (L)Local Taxes and State Per Capita Allotments	Summative - Summative - RTI Records (Every 6 Weeks) Summative - Increased student achievement as evidenced by state and local assessments (Fall 2014 & Spring 2015)
3. Borger Middle School will utilize double blocking (enrichment classes) for English Language Arts, Math, Science, and Social Studies as a preventative strategy to increase student achievement in all areas on the state assessment. Critical Success Factor: Learning Time (Title I SW: 9) (Target Group: All) (NCLB: 1,5)	Principal	08/25/2014 - 05/29/2015	(O)No Associated Cost	Summative - Formative - Revised master schedule (Every Month) Summative - Increased student achievement scores as evidenced through local and state assessments (Fall 2014 & Spring 2015)
4. Borger Middle School will support teachers in providing tutorials for struggling students. Critical Success Factor: Learning Time (Title I SW: 2,9,10) (Target Group: All, LEP)	Core Subject Teachers, Principal	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Formative - Tutorial attendance records and submission of tutorial lesson plans (Weekly) Summative - Increased student achievement scores as evidenced through local and state assessments (Fall 2014 & Spring 2015)

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Borger Middle School will utilize an after school "ZAP" or Zeroes Aren't Permitted program to address the needs of students who fail to complete assignments. Critical Success Factor: Learning Time (Title I SW: 9) (Target Group: All) (NCLB: 1,5)	Principal	August 2014 - May 2015	(L)Local Taxes and State Per Capita Allotments	Summative - Formative - Record of student attendance (Weekly) Summative - Increase in student achievement as evidenced through course grades (Fall 2014 - Spring 2015)
6. Borger Middle School will provide students grades 6-8 failing reading or math the opportunity for Summer School. Critical Success Factor: Learning Time (Title I SW: 2,9,10) (Target Group: AtRisk) (NCLB: 5)	Core Subject Teachers, Director of Federal Programs and Instruction, Principal	June 2015	(L)Local Taxes and State Per Capita Allotments	Summative - Formative - Lesson plans and attendance logs (June 2015) Summative - Pre and Post assessment results (June 2015)
7. Borger Middle School will use instructional technologies and programs to promote effective instruction and interventions. These programs include but not limited to Istation, Study Island, and Aleks. Critical Success Factor: Academic Performance (Title I SW: 2,9,10) (Target Group: AtRisk) (NCLB: 1)	Campus Instructional Technologist, Director of Technology, Principal, Teacher(s)	08/25/2014 - 05/29/2015	(F)Title 1 Part A Funds, (L)Local Taxes and State Per Capita Allotments	Summative - Formative - RTI Records (Every 6 Weeks) Summative - Increased student achievement as evidenced by state and local assessments (Fall 2014 & Spring 2015)
8. Borger Middle School will separate 7th grade English Language Arts into separate Reading and Writing class to provide more opportunity to practice writing. (Title I SW: 1)	Counselor(s), Principal, Teacher(s)	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Summative - Increased student achievement as evidenced by state and local assessments (Fall 2014 & Spring 2015)

# BORGER MIDDLE

**Goal 2.** Borger Middle School will improve academic achievement for all students.

**Objective 3.** Borger Middle School will provide Gifted and Talented identified students with an array and continuum of services and programming options to ensure increased advanced performances by 5%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger Middle School will have a representative on the district committee to address advanced academics with a focus on advanced placement, dual credit/concurrent, and increased commended performance on state assessments. Critical Success Factor: Academic Performance (Title I SW: 1) (Target Group: GT) (NCLB: 1)	Director of Curriculum and Instruction, G/T Lead Teacher, Principal	October 2014	(O)No Associated Cost	Summative - Summative - Sign in sheets, agendas (Every 12 Weeks) Increased enrollment and performance in advanced academic classes and on required academic assessments and increased Level III performance as evidenced by enrollment numbers and student performance (May 2015)
2. Borger Middle School will utilize the Robotics Program. An 8th grade robotics team will be compiled to compete in various competitions. Critical Success Factor: Academic Performance (Title I SW: 2) (Target Group: GT) (NCLB: 1)	Designee(s)	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Summative - Student schedules, number of students enrolled in robotics class (August 2014 & January 2015)
3. Borger Middle School will support involvement in the National Junior Honor Society and facilitate activities that are rigorous and relevant to strengthen the quality of student performance. Critical Success Factor: Academic Performance (Title I SW: 2) (Target Group: GT) (NCLB: 1)	Designee(s), Principal	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Summative - Achievement results as evidenced on state and campus assessments (Spring 2015)
4. Borger Middle School will facilitate college awareness by hosting a "College Day" on campus. Critical Success Factor: Academic Performance (Title I SW: 2) (Target Group: All) (NCLB: 5)	Assistant Principal(s), Principal, Teacher(s)	Spring 2015	(O)No Associated Cost	Summative - Summative - End of the year parent surveys (Spring 2015)
5. Students will explore careers that match their goals, interests, or abilities by utilizing the "Bridges" program. Critical Success Factor: Academic Performance (Title I SW: 1) (Target Group: All, CTE) (NCLB: 1,5)	Counselor(s), District CTE Coordinator	08/25/2014 - 05/29/2015	(F)CTE Carl Perkins	Summative - Summative - Number of participants utilizing the program as evidenced by technology usage records (May 2015)

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Borger Middle School will identify and implement best practices to provide more rigorous instruction for advanced students.	Assistant Principal(s), Principal, Teacher(s)	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Summative - Increased student performance as evidenced by local and state assessments.

# BORGER MIDDLE

**Goal 2.** Borger Middle School will improve academic achievement for all students.

**Objective 4.** Borger Middle School will provide a transition plan to 100% of the students returning from alternate learning environments (DAEP).

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger Middle School will develop and implement a transition plan for students in DAEP to ensure consistency in curriculum alignment and rigor level while in an alternative placement. Critical Success Factor: Academic Performance (Title I SW: 9) (Target Group: AtRisk) (NCLB: 1,5)	Principal	08/25/2014 - 05/29/2015	(O)No Associated Cost, (O)Personnel	Summative - Summative - Reduction in discretionary DAEP placements as evidenced through discipline records. (May 2015)
2. Borger Middle School will implement and develop a communication plan between DAEP and the student's home campus to monitor student progress so that core subject teachers can provide instructional support as needed. Critical Success Factor: Academic Performance (Title I SW: 9) (Target Group: AtRisk) (NCLB: 1,5)	Principal	08/25/2014 - 05/29/2015	(O)No Associated Cost, (O)Personnel	Summative - Formative - Communication logs, individual student plans, lesson plans (Every 6 weeks) Summative - Student achievement as evidenced by post DAEP placement assessments (May 2015)

# BORGER MIDDLE

**Goal 3.** Borger Middle School will promote high quality and effective instruction for all students to increase achievement and close learning gaps.

**Objective 1.** 100% of teachers and instructional paraprofessionals at Borger Middle School will provided with professional development opportunities in order to improve academic acheivement for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. All personnel attended the Borger ISD professional development break out session day. All Borger Middle School staff will have opportunity to attend Region 16 trainings/events through the curriculum and instruction contract. Title II, Part-A is also implemented in order to increase the number of highly qualified teachers and principals at the campus. (Title I SW: 2,3,4,9,10) (Target Group: All) (NCLB: 1,3)</p>	<p>Director of Federal Programs and Instruction, Principal, Teacher(s)</p>	<p>08/25/2014 - 05/29/2015</p>	<p>(F)Title IIA Principal and Teacher Improvement, (L)Local Taxes and State Per Capita Allotments</p>	<p>Summative - Summative - Records and documentation of training's and workshops. (May 2015)</p>



# BORGER MIDDLE

**Goal 3.** Borger Middle School will promote high quality and effective instruction for all students to increase achievement and close learning gaps.

**Objective 2.** Borger Middle School will promote highly effective instruction for special population students to increase student achievement and close identified learning gaps. Student Sub-Groups Reading: Special Education- (4% increase or RI of 5%) LEP- (34% increase or RI of 17%) Economically Disadvantaged- (2% increase or RI of 1%) Student Sub-Groups Math: Special Education- (4% increase or RI of 1%) LEP- (26% increase or RI of 15%) Economically Disadvantaged- (6% increase or RI of 2%)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger Middle School will perform item analysis of Special Education student achievement data to determine gaps in learning and develop instructional goals that will progress each toward taking appropriate state assessments. Critical Success Factor: Data Analysis (Title I SW: 9) (Target Group: SPED) (NCLB: 1,5)	Director of Special Education , Principal, Teacher(s)	08/25/2014 - 05/29/2015	(O)Access to Student Performance Data, (O)No Associated Cost, (O)Staff Time	Summative - Formative - Data analysis and distribution/articulation to campuses (October 2014) Increase number of Special Education students taking STAAR test by 10% (Spring 2015)
2. A continuum of services will be available based on need as determined by the ARD committee for special education students including: Life Skills, Resource, Inclusion, and Mastery Assistance Center. Critical Success Factor: Academic Performance (Title I SW: 9) (Target Group: SPED) (NCLB: 1,5)	Director of Special Education , Principal, Teacher(s)	08/25/2014 - 05/29/2015	(F)IDEA Special Education	Summative - Formative - Student schedules (August 2014 and ongoing as students are identified) Summative - Increased student achievement scores as evidenced through local and state assessments (Fall 2014 & Spring 2015)
3. Borger Middle School will focus and support the implementation of a quality inclusion program. Critical Success Factor: Academic Performance (Title I SW: 9,10) (Target Group: SPED) (NCLB: 1,5)	Director of Special Education , Principal	08/25/2014 - 05/29/2015	(F)IDEA Special Education	Summative - Formative - Student schedules August 2014 and ongoing as student are identified) Summative - Increased number of special education students taking the STAAR (Spring 2015)

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
4. Special Education teachers and general education teachers will participate in common lesson planning times for English Language Arts, Science, Social Studies and Math resource calibration teams to analyze student data, align instructional practices, calibrate resources and increase teacher pedagogy. Critical Success Factor: Academic Performance (Title I SW: 4) (Target Group: All) (NCLB: 1)	Instructional Liaison, Principal, Teacher(s)	08/25/2014 - 05/29/2015	(O)No Associated Cost	Summative - Formative - Sign in sheets, calibration documentation (Weekly) Summative - Increased student achievement as evidenced by performance on state and local assessments (Fall 2014 & Spring 2015)
5. Borger Middle School will work with the district in the implementation and indentification of the district's dyslexia program for qualifying students. Critical Success Factor: Academic Performance (Title I SW: 9) (Target Group: Dys) (NCLB: 1)	Director of Federal Programs and Instruction, Dyslexia specialist	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Formative - Dyslexia progress reports (Every 6 weeks) Summative - Student success as evidenced by number of students exiting of program (May 2015)
6. Renew, purchase, provide training, and monitor usage of the technology program (Dyned) for Borger Middle School ESL students. Critical Success Factor: Leadership Effectiveness (System Safeguards) (Title I SW: 2,9) (Target Group: ESL, LEP, AtRisk) (NCLB: 1,5)	Director of Federal Programs and Instruction, Principal	08/26/2013 - 05/30/2014	(F)Title III Bilingual / ESL	Summative - Formative - Program usage reports (Every 6 weeks) Summative - Increased student achievement scores as evidenced through local and state assessments (Fall 2014 & Spring 2015)
7. Borger Middle School will continue to increase use of English Language Proficiency Standards (ELPS) in daily lesson plans and daily instructional delivery. Critical Success Factor: Academic Performance (System Safeguards) (Title I SW: 9) (Target Group: ESL, LEP, AtRisk) (NCLB: 1,5)	Director of Federal Programs and Instruction, Principal, Teacher(s)	08/25/2014 - 05/29/2015	(O)No Associated Cost, (O)Teacher pedagogy	Summative - Formative - Lesson plan audits and walk through's (Every 6 weeks) Summative - Increased student achievement on TELPAS (March-April 2015)

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Reimburse designated costs for ESL endorsement testing/certificate update. Critical Success Factor: Teacher Quality (System Safeguards) (Title I SW: 9,10) (Target Group: ESL) (NCLB: 1,2)	Director of Federal Programs and Instruction	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Formative - Endorsement documentation, expenditure reports (December 2014). Increase in ESL endorsed teacher to meet the needs of ESL students (December 2014 & May 2015)
9. Borger Middle School will strive to increase the number of teachers per grade level with ESL endorsements to meet the needs of the ESL population. Critical Success Factor: Leadership Effectiveness (System Safeguards) (Title I SW: 9,10) (Target Group: ESL) (NCLB: 2,5)	Director of Federal Programs and Instruction, Principal	08/25/2014 - 05/29/2015	(O)Access to Preparation Class	Summative - Formative - ESL endorsement documentation, teacher to student ratio analysis (December 2014 & May 2015) Increased student achievement on state and local assessments (Fall 2014 & Spring 2015)
10. Borger Middle School will seek to implement a teacher IPAD program in tested subjects to support and enhance district instructional delivery initiatives designed to increase student achievement and deepen the depth of knowledge and rigor in the classroom.	Director of Federal Programs and Instruction, Director of Technology, Principal	08/25/2014-05/29/2015	(F)Federal Grants	Summative - Increased student performance on local and state assessments. (May 2015)

# BORGER MIDDLE

**Goal 3.** Borger Middle School will promote high quality and effective instruction for all students to increase achievement and close learning gaps.

**Objective 3.** 100% of Borger Middle School core content faculty will receive professional development to support the delivery of a rigorous and relevant curriculum in preparation for the STAAR testing.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Borger Middle School will receive sustained training with Margaret Kilgo Consulting in the areas of: Scope and Sequence, Data Driven Decision Making, and Assessment Critical Success Factor: Leadership Effectiveness and Teacher Quality (Title I SW: 4) (Target Group: All) (NCLB: 1,5)</p>	<p>Assistant Principal(s), Core Subject Teachers, Director of Federal Programs and Instruction, Principal, Teacher(s)</p>	<p>Dates of training availability</p>	<p>(F)Title 1 Part A Funds, (F)Title IIA Principal and Teacher Improvement</p>	<p>Summative - Formative - Training sign in sheets, certificates of completion, lesson plan audits (December 2014 &amp; May 2015) Summative - Local assessments/STAAR/EOC results (Fall 2014 &amp; Spring 2015)</p>
<p>2. Borger Middle School will provide Sheltered Instruction strategies training for Middle School. Critical Success Factor: Academic Performance (Title I SW: 4) (Target Group: All, ESL, LEP, AtRisk) (NCLB: 2,5)</p>	<p>Director of Federal Programs and Instruction, Principal</p>	<p>November 2014</p>	<p>(O)Materials, (O)Staff Time</p>	<p>Summative - Formative - Training sign in sheets, certificates of completion (November 2014) Summative - Increased educator implementation as evidenced by walk through data and PDAS (May 2015)</p>
<p>3. New employees to Borger Middle School will have the opportunity to attend KILGO trainings to support implementation sustainability efforts. Critical Success Factor: Leadership Effectiveness and Teacher Quality (Title I SW: 1,4) (Target Group: All) (NCLB: 5)</p>	<p>Superintendent(s)</p>	<p>Designated days</p>	<p>(O)District Aligned Professional Development, (O)Personnel</p>	<p>Summative - Formative - Certificates of completion, agenda (District Designated Days) Summative - Increased curriculum alignment as evidenced by lesson plans and walk throughs (Every 6-9 weeks)</p>
<p>4. Borger Middle School will provide systematic and sustained professional development through instructional leadership coaching. Critical Success Factor: Leadership Effectiveness (Title I SW: 4) (Target Group: All) (NCLB: 1)</p>	<p>Director of Federal Programs and Instruction, Professional Educational Consultants</p>	<p>Designated Days</p>	<p>(F)Title 1 Part A Funds</p>	<p>Summative - Formative - Coaching documentation, sign in sheets (District designated days) Summative - Increased leadership capacity as evidenced through administrator appraisals (April 2015)</p>

# BORGER MIDDLE

**Goal 3.** Borger Middle School will promote high quality and effective instruction for all students to increase achievement and close learning gaps.

**Objective 3.** 100% of Borger Middle School core content faculty will receive professional development to support the delivery of a rigorous and relevant curriculum in preparation for the STAAR testing.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. All instructional staff at Borger Middle School will be provided professional development on lesson planning and instructional implementation to increase rigor and alignment to the depth and complexity of the TEKS. Critical Success Factor: Leadership Effectiveness (Title I SW: 1,3) (Target Group: All) (NCLB: 1,2)	Assistant Principal(s), Principal, Teacher(s)	08/20/2014	(L)Local Taxes and State Per Capita Allotments, (O)Access to facilities, (O)Campus Based Professional Development, (O)District Aligned Professional Development	Summative - Summative - Sign in sheet documentation (August 2014)
6. Borger Middle School will utilize Instructional Liaisons to facilitate planning, curriculum/assessment alignment, and instructional strategies coaching with core content area teachers. Critical Success Factor: Learning Time (Target Group: All) (NCLB: 1)	Principal	08/25/2014 - 05/29/2015	(F)Title IIA Principal and Teacher Improvement	Summative - Formative - Instructional coaching, documentation, agendas, sign in sheets (Monthly) Summative - Increased alignment of curriculum, increased teacher pedagogy as evidenced by PDAS (April 2015)

# BORGER MIDDLE

**Goal 4.** Borger Middle School will create a climate in which all students feel safe, welcome, and recognized.

**Objective 1.** Borger Middle School will decrease high level discipline referrals by 5%, through the effective implementation of a Positive Behavior Intervention and Support team.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Positive Behavior Interventions Support team will meet on the first Tuesday of each month during professional development time to discuss strategies to improve campus culture and climate. Critical Success Factor: Leadership Effectiveness and School Climate (Title I SW: 1,2,8) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Designee(s), Principal	08/25/2014 - 05/29/2015	(O)No Associated Cost	Summative - Summative - Sign in sheet documentation (May 2015)
2. All teachers will be informed and trained on what actions constitute a discipline referral and what actions should be addressed through effective classroom management strategies. Critical Success Factor: Teacher Quality and School Climate (Title I SW: 1,2,8) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Designee(s), Principal	08/25/2014 - 05/29/2015	(O)No Associated Cost	Summative - Formative - Sign in sheet documentation (Monthly) Summative - Discipline records as evidenced through our discipline system. (May 2015)
3. Teachers will use effective classroom management strategies to keep students engaged in order to reduce the number of discipline referrals. Critical Success Factor: Teacher Quality (Title I SW: 2) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Teacher(s)	08/25/2014 - 05/29/2015	(O)No Associated Cost	Summative - Summative - Administrators will perform campus walk through's and PDAS observations (Fall 2014 & Spring 2015)
4. Staff Members will reward students who display positive behavior with free early lunch releases with the use of ticket vouchers or "bulldog chips" as well as other incentives to increase morale. Critical Success Factor: School Climate (Title I SW: 2) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Designee(s), Principal	08/25/2014 - 05/29/2015	(O)No Associated Cost	Summative - Summative - Student reward sheets (Every 6 weeks)
5. Staff members will recognize the social/emotional needs of the students through the implementation of a mentor system. Critical Success Factor: School Climate (Title I SW: 2) (Target Group: All) (NCLB: 4,5)	Assistant Principal(s), Designee(s), Principal, Teacher(s)	08/25/2014 - 05/29/2015	(O)No Associated Cost	Summative - Summative - Sign in sheets and evaluation of discipline records as evidenced through the discipline system (May 2015)

# BORGER MIDDLE

**Goal 4.** Borger Middle School will create a climate in which all students feel safe, welcome, and recognized.

**Objective 1.** Borger Middle School will decrease high level discipline referrals by 5%, through the effective implementation of a Positive Behavior Intervention and Support team.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Student "common areas" expectations will be displayed on the walls of the school building and reaffirmed throughout the school year in a series of PowerPoint presentations. Critical Success Factor: School Climate (Title I SW: 2) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Designee(s), Principal, Teacher(s)	08/25/2014 - 05/29/2015	(O)No Associated Cost	Summative - Formative - Observations conducted by the campus administration (Weekly)

# BORGER MIDDLE

**Goal 4.** Borger Middle School will create a climate in which all students feel safe, welcome, and recognized.

**Objective 2.** Borger Middle School will promote school safety awareness in order for all students and staff to be educated on what to do in times of crisis.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger Middle School will have a campus training on bullying as well as provide knowledge and awareness to the students regarding bullying and how to report bullying. Critical Success Factor: School Climate (Title I SW: 2,4,9,10) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Teacher(s)	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Summative - Reduced office referrals about bullying, Bullying hotline tips (Every 6 weeks)
2. Borger Middle School will initiate a Crime Stopper Program to promote safety. Critical Success Factor: School Climate (Title I SW: 2) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Summative - Reduced office referrals (Every 6 weeks)
3. Borger Middle School will utilize surveillance cameras and monitors to increase monitoring parking lots, and facilities. Critical Success Factor: School Climate (Title I SW: 1) (Target Group: All) (NCLB: 4)	Director of Environmental Services, Principal	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Formative - Surveillance records (Daily) Summative - Decrease in vandalism and loitering (May 2015)
4. Borger Middle School will follow procedures for all drills/actual incidences as outlined in the established campus Emergency Operation Plan (fire drills, tornado drills, intruder alerts). Critical Success Factor: School Climate (Title I SW: 10) (Target Group: All) (NCLB: 4)	Principal	08/25/2014 - 05/29/2015	(O)No Associated Cost, (O)Staff Time	Summative - Summative - Documentation from safety drills and incidence reports (May 2015)
5. Borger Middle School will utilize the RAPTOR visitor management system. Critical Success Factor: School Climate (Title I SW: 1) (Target Group: All) (NCLB: 4)	Principal	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Formative - Campus visitor data records (Weekly-Monthly) Summative - Parent visitor records, Parent volunteer records (May 2015)
6. Borger Middle School assigns teachers to duty stations in common areas to monitor students and promote safety. Critical Success Factor: School Climate (Title I SW: 1,9) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Teacher(s)	08/25/2014 - 05/29/2015	(O)No Associated Cost, (O)Staff Time	Summative - Formative - Observations made by the campus administration. (Weekly)



# BORGER MIDDLE

**Goal 4.** Borger Middle School will create a climate in which all students feel safe, welcome, and recognized.

**Objective 2.** Borger Middle School will promote school safety awareness in order for all students and staff to be educated on what to do in times of crisis.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Community wide drug free rally during Red Ribbon Week (student programs and drug awareness materials distributed). Critical Success factor: Family and Community Engagement and School Climate (Title I SW: 1) (Target Group: All) (NCLB: 4)	Director of Federal Programs and Instruction, Parent Involvement Coordinators	October 2014	(O)Access to facilities, (O)Personnel	Summative - Summative - Sign in sheets from rally, weekly agenda of activities (October 2014) Summative - Reduction in documented discipline instances of drug use by students (May 2015)

# BORGER MIDDLE

**Goal 4.** Borger Middle School will create a climate in which all students feel safe, welcome, and recognized.

**Objective 3.** Borger Middle School will increase attendance rate by 1% for the school year by utilizing the Positive Behavior Intervention and Support Team.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger Middle School will utilize the Positive Behavior Intervention Team to identify ways to increase school attendance by 1% for the 2014-2015 school year. (Title I SW: 1)	Assistant Principal(s), Principal	08/25/2014 - 05/29/2015	(L)Local Taxes and State Per Capita Allotments	Summative - Summative - Monitor attendance records every six weeks compared to previous year and annual attendance record. (May 2015)