

Mission Statement

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Vision

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Campus Profile

Campus History

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Where We Are Now: ""

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Comprehensive Needs Assessment

Comprehensive Needs Assessment

Revised/Approved: July 18, 2022

Demographics Summary

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Problem Statements Identifying Demographics Needs

Problem Statement 1: We will work to resolve tardy and absences issues in order to improve student potential for academic growth and success. **Root Cause:** Students have no sense of urgency in regards to the tardy bell and it seems that teachers are not consistent with discipline for this action.

Problem Statement 2: We will work to diversify the representation of the campus personnel to reflect the student population. **Root Cause:** Teachers are not as prepared for the needs of the campus demographics (depending on students and the limit of bilingual teachers) and the campus doesn't hire bilingual and Hispanic representation.

Problem Statement 3: We will work to enhance and educate the parental community on how to successfully navigate our main computer programs. (Google Classroom, Skyward, Classlink, etc.) **Root Cause:** There is a large language barrier between the staff and parents. Students use this gap to misinform or not show their parents access to their schoolwork for obvious reasons. The parent's lack of knowledge in this area cause problems for teacher's and their validity in incomplete work and grade failure reports.

Student Learning Summary

	Approaches	Meets	Masters
423;UVCCT	98 '	68 '	42 '
4243UVCCT	79 '	53 '	35 '
4244UVCCT	94 '	65 '	54 '

Problem Statement 2: Writing comprehension skills need to be implemented across campus in all classrooms and content areas to increase student exposure and practice with consistent processes. **Root Cause:** There is a lack of practice writing at home, a lack of vocabulary, a lack of consistent writing across the campus, a lack of background information, students need more practice with linguistic acquisition, there is a lack of accountability, students have a dependence on technology (watching video tutorials instead of reading

School Processes & Programs Summary

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Perceptions Summary

North Shore Middle School strives to foster an academic environment that is safe, comfortable, and tolerant of all people regardless of race, gender, or other discerning characteristics. In order to maintain a safe school climate and inclusive culture, the school has implemented a number of strategies to educate and promote positive and respectful behavior through engaging instruction and campus programming that enhances student life.

North Shore Middle continues to take a strong stance against bullying and harassing behavior both on and off school campus that would cause any person to feel unsafe or uncomfortable while on campus. This type of behavior includes actions taken in school, on school buses, at school-sponsored activities, on and off school property, electronically

engagement is the inability to communicate (language barrier) between a majority of the staff and majority of the parents.

Problem Statement 2: NSMS has a large number of repeat offenders of school policies and procedures **Root Cause:** Recidivism is often the result of weak relationships between student and staff members

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- Campus goals
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.

Accountability Data

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

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions

Goals

Goal 3: Mental, Physical, and Emotional Safety and Health for all Students and Staff

Strategy 1: Teach safety practices and protocols to 100% of students and staff

Strategy 1 Details	Reviews			
<p>Strategy 1: NSMS will provide a safe, productive and healthy learning/working environment for students and staff. Strategy's Expected Result/Impact: We will increase instruction time by decreasing discipline incidents and increasing attendance. Staff Responsible for Monitoring: Administrators, Department Chairs, Team Teachers</p>	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Campus will conduct monthly safety drills for crisis events such as fire, tornado, lock down, shelter in place, etc. Strategy's Expected Result/Impact: All students and staff will know the Standard Protocols for responding to emergencies; Hold, Lockdown, Secure, Shelter-in-place, Evacuation Staff Responsible for Monitoring: Campus Administration</p>	Formative			Summative
	Sept	Dec	Feb	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Maintain consistency when administering disciplinary consequences. Strategy's Expected Result/Impact: Improved survey results, in regards to staff perspective of consistent discipline consequences. Staff Responsible for Monitoring: Campus Administrators</p>	Formative			Summative
	Sept	Dec	Feb	May
Strategy 4 Details	Reviews			
<p>Strategy 4: Celebrate the positives for students/teachers (reward the good kids) Strategy's Expected Result/Impact: Improvement in school climate and culture Staff Responsible for Monitoring: Administrators & Teachers</p>	Formative			Summative
	Sept	Dec	Feb	May

Strategy 5 Details	Reviews
<p data-bbox="65 115 1419 186">Strategy 5: Recognize the kids who demonstrate monthly character traits taught through Character Strong Lessons provided by the district.</p> <p data-bbox="65 186 1419 324">Strategy's Expected Result/Impact:</p>	

I qen"3<

I qcn"4< Student Achievement and Post-Secondary Readiness

Rgthqt o cpeg"Qdlgevkg"3<

Item 4: Student Achievement and Post-Secondary Readiness

Objective 5: Improve state test scores in all categories

Evaluation Data Sources: None


Strategy 1 Details	Reviews			
<p>Strategy 1: Implement research-based strategies for all content areas, with the goal of enhancing our instruction to mirror real-world scenarios, so that student learning will continually improve based on a score of 50% or higher on assessments.</p> <p>Strategy's Expected Result/Impact: Increase student performance</p> <p>Staff Responsible for Monitoring: Teachers</p>	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide training to all teachers that work with special education students in a co-teach setting for the purpose of increasing special education performance in the areas of meets and growth on STAAR.</p> <p>Strategy's Expected Result/Impact: Improve special education student performance on assessments</p> <p>Staff Responsible for Monitoring: Campus & District Administration</p>	Formative			Summative
	Sept	Dec	Feb	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide teachers with a sufficient amount of time to plan (e.g. common planning time/PLC).</p> <p>Strategy's Expected Result/Impact: Student centered plans developed to increase student achievement</p> <p>Staff Responsible for Monitoring: Master Schedule Administrator & Instructional Specialist</p>	Formative			Summative
	Sept	Dec	Feb	May
Strategy 4 Details	Reviews			
<p>Strategy 4: Use data driven decision making to drive instruction</p> <p>Strategy's Expected Result/Impact: Increase in meets and masters performance</p> <p>Staff Responsible for Monitoring: Campus Administrators, Instructional Specialist, & Teachers</p>	Formative			Summative
	Sept	Dec	Feb	May
Strategy 5 Details	Reviews			
<p>Strategy 5: Campus instructional leaders use consistent written protocols and processes to lead their department, grade level teams, or other areas of responsibility.</p> <p>Strategy's Expected Result/Impact: Lead team members use agendas and tracking tools for their instructional responsibilities including observation/ feedback cycles, PLCs, and data meetings.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Instructional Specialist, & Teachers</p>	Formative			Summative
	Sept	Dec	Feb	May

Strategy 11 Details	Reviews			
<p>Strategy 11: Campus instructional leaders review disaggregated data to track and monitor progress of all students and provide evidence-based feedback to teachers.</p> <p>Strategy's Expected Result/Impact: Coaching and support of teachers is informed by data, including an analysis of student work samples to assess curricular rigor and the impact of instruction.</p> <p>Staff Responsible for Monitoring: Campus Administrators & Instructional Specialist</p>	Formative			Summative
	Sept	Dec	Feb	May
Strategy 12 Details	Reviews			
<p>Strategy 12: Teachers use a corrective action planning process (TIL/DDI) individually and in PLCs to analyze student work, identify trends in student misconceptions, determine the root cause as to why students may not have learned the concept, and create plans for instructional adjustments.</p> <p>Strategy's Expected Result/Impact: Unpack Standard and Create Exemplar Identify Gap Plan the Reteach Practice the Reteach</p> <p>Staff Responsible for Monitoring: Campus Administrators & Instructional Specialist</p>	Formative			Summative
	Sept	Dec	Feb	May
Strategy 13 Details	Reviews			
<p>Strategy 13: Teachers (with content and grade-level teams whenever possible) have protected time built into the master schedule to meet frequently and regularly for in-depth conversations about formative and interim student data, effective instructional strategies, and possible adjustments to instructional delivery focused on meeting the needs of both struggling learners and learners needing acceleration.</p> <p>Strategy's Expected Result/Impact: Master schedule includes regular times for teams to meet.</p> <p>Staff Responsible for Monitoring: Administrator who creates the Master Schedule (w/ input from Instructional Specialist)</p>	Formative			Summative

Indicator 4 Student Achievement and Post-Secondary Readiness

Objective 6 Increase the number of students who complete a Career and Technology Education (CTE) sequence of courses

Evaluation Data Sources: None

Strategy 1 Details	Reviews			
<p>Strategy 1: Complete four year personal graduation plans (PGPs) on all 8th grade students. Strategy's Expected Result/Impact: All 8th grade students will have a plan for a CTE sequence of courses. Staff Responsible for Monitoring: 8th Grade Counselor Master Schedule Administrator</p>	Formative			Summative
	Sept	Dec	Feb	May
				

Indicator 4: Student Achievement and Post-Secondary Readiness

Objective 7: Increase promotion and graduation rates

Evaluation Data Sources: None





Strategy 1 Details	Reviews		
<p>Strategy 1: Facilitate and implement truancy prevention programs with fidelity.</p> <p>Strategy's Expected Result/Impact: Increased student attendance</p> <p>Staff Responsible for Monitoring: Administrators using the Raa Wee System Attendance Clerk</p>	Formative		Summative
	Sept	Dec	

I qcn"5< Wide Range of Student Opportunities

Rgthqt o cpeg"Qdlgevkg"3<

5< Wide Range of Student Opportunities

4< Increase participation and performance in high quality fine arts programs in music, art, theatre and dance

Strategy 1 Details	Reviews			
Strategy 1: Focus on increased participation and continued improvement in UIL Fine Arts events Strategy's Expected Result/Impact: Increased participation and improved results in UIL Fine Arts events Staff Responsible for Monitoring: Principal & Fine Arts Coaches	Formative			Summative
	Sept	Dec	Feb	May
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I qcn"5< Wide Range of Student Opportunities

Rgthqt o cpeg"Qdlgevkxg"5< Track regional labor demands to adjust/facilitate changes in GPISD Programs of Study (POS) offerings

Item 5: Wide Range of Student Opportunities





NSMS will conduct annual literacy night to welcome and educate our student and parent community.

Evaluation Data Sources: None

Strategy 1 Details	Reviews			
<p>Strategy 1: Librarian and other participating staff will develop information and stations to facilitate our annual literacy night.</p> <p>Strategy's Expected Result/Impact: To promote literacy and educate our student and parent community.</p> <p>Staff Responsible for Monitoring: Principal and Librarian</p>	Formative			Summative
	Sept	Dec	Feb	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

I qcn"6< High Quality Staff





Rgthqt o cpeg"Qdlgevkg"3< Increase employee retention by 1% by recruiting, developing and supporting highly qualified staff

Strategy 1 Details	Reviews			
Strategy 1: Monthly Pow-Wow meetings for new teachers with assigned mentors. Strategy's Expected Result/Impact: Increase in new teacher retention. Staff Responsible for Monitoring: Lead Teacher Mentor & Assistant Principal	Formative			Summative
	Sept	Dec	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

I qen"6< High Quality Staff





Indicator 6: High Quality Staff

Goal 5: Provide training to selected employees in order to prepare them for advancement

Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure staff members are provided with professional development opportunities to increase and support job performance and staff retention.</p> <p>Strategy's Expected Result/Impact: Improvement in instruction and on TTESS ratings</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative			Summative
	Sept	Dec	Feb	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Item 6: High Quality Staff

Requirement 6: Survey staff annually on professional development needs

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide professional development needs assessment survey to all staff.</p> <p>Strategy's Expected Result/Impact: Provide data on employee professional development needs/wants to appropriate staff members for planning.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Dec	Feb	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





I qcn"7< Excellent Operational and Fiscal Support and Responsibility

Rgthqt o cpeg"Qdlgevkg"3< Ensure efficient and effective use of District resources in order to best support students and staff

Strategy 1 Details	Reviews			
Strategy 1: Analyze the campus budget weekly to ensure funds are being spent efficiently. Strategy's Expected Result/Impact: Maintain a positive campus budget Staff Responsible for Monitoring: Principal	Formative			Summative
	Sept	Dec	Feb	May
<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>				

Item 7: Excellent Operational and Fiscal Support and Responsibility

Objective 4: Ensure fiscal soundness in future years and maintain organizational capacity sufficient to support progress towards fulfilling the District mission

Strategy 1 Details	Reviews			
Strategy 1: Maintain campus budget to meet the yearly needs of campus. Strategy's Expected Result/Impact: None Staff Responsible for Monitoring: Principal	Formative			Summative
	Sept	Dec	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Item 8: Parent and Community Engagement

Item 3: Social and Emotional support for students

Strategy 1 Details	Reviews			
<p>Strategy 1: NSMS will provide social and emotional support for students through parental involvement opportunities.</p> <p>Strategy's Expected Result/Impact: NSMS will increase parental participation by offering monthly meetings and events that foster emotional stability at home and school.</p> <p>Staff Responsible for Monitoring: Parent Involvement Coordinator (Counselor) & CIS Crisis Intervention Specialist</p>	Formative			Summative
	Sept	Dec	Feb	

Item 9: Teacher Leadership and Decision-Making

Teachers will be included in decision-making as an integral part of campus leadership.

Strategy 1 Details	Reviews			
Strategy 1: A committee of teachers will be formed that can give feedback and participate in decision-making. Staff Responsible for Monitoring: Teachers, Admin.	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2 Details	Reviews			
Strategy 2: Utilize and consult with team leaders, BUILD committee, and Hall Captains on a regular basis. Strategy's Expected Result/Impact: Increased teacher participation in campus-wide matters. Staff Responsible for Monitoring: Teachers, Admin.	Formative			Summative
	Sept	Dec	Feb	May
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I qcn":< Communication will be sent out in a respectful and timely manner.

Rgthqt o cpeg"Qdlgevkg"3< Timely Communication: weekly advance notice or meetings/deadlines, monthly calendar/newsletter of upcoming dates/meetings

I qcn":< Communication will be sent out in a respectful and timely manner.

Rgthqt o cpeg"Qdlgevkxg"4< Respectful Communication: Communication will have a professional and friendly tone to promote positivity.

I qcn"; All teachers will be on board with enforcing procedures campus wide that include a cell phone policy that ensures student safety and efficient

I qcn";<