

# ALTO MIDDLE

## Campus Improvement Plan

### 2022/2023

*Quality at all levels, equity in all endeavors, and accountability for all responsibilities.*



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Date Reviewed:

DMAC Solutions ®

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# ALTO MIDDLE

## **Mission**

*It shall be the mission of the Alto Independent School District to educate all of its students to the fullest capacity possible of each student. This shall include the opportunity to develop, within a comprehensive curriculum, the ability to think logically, independently, creatively, and to communicate effectively. Quality at all levels, equity in all endeavors, and accountability for all responsibilities shall be the characteristics of the district. The Alto ISD, therefore, shall use every reasonable resource to provide a living education of culturally diverse students in order that, upon graduation, those students are qualified to meet the developments and uncertainties of the future.*

## **Vision**

*Each person is special and everyone can learn.*

### Nondiscrimination Notice

ALTO 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.

## ALTO MIDDLE Site Base

Name	Position
Jones, Leann	Director of Testing and Special Programs
Rabago, Emily	Counselor
Lucas, Krystin	Principal
Pearman, Jennifer	Teacher
Garcia, Latasha	Parent
Wilkerson, Cynthia	Parent
Young, Kelli	Teacher
Marshall, Courtney	Teacher
Reid, Lauren	Teacher
Shaffer, Braden	Teacher
Thornell, Maddy	Teacher

# Resources

Resource	Source
Title I	Federal
Title IIA Principal and Teacher Improvement	Federal
Title III Bilingual / ESL	Federal
Title IV Safe and Drug Free	Federal
Title VI, Part B Rural/Low Income	Federal
Local Funds	Local
IMA Funds - Contracted Services	State
State Compensatory	State

# ALTO MIDDLE

**Goal 1.** Goal 1: The achievement of all student groups will improve over the next four (4) years in order for Alto Middle School to meet Required Standards and achieve Distinction Designations Labels under TEA's Public School Accountability System

**Objective 1.** Objective 1: Each student group will show a minimum of 15% growth on academic performance expectations projected through 2022-2023.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilize disaggregated data from BOY assessments, benchmark assessments, progress checks, and interim assessments to target all students. (Title I SW Elements: 2.2,2.5) (Target Group: All) (Strategic Priorities: 2,4)	Teacher(s)	Each semester	(L)Local Funds	Formative - ongoing
2. Create an environment of increased accountability for all staff: <ul style="list-style-type: none"> <li>• Lesson plans reflecting implementation of aligned curriculum through Planbook</li> <li>• Administrator Walk-Throughs weekly-including addition of Instructional Coach</li> <li>• Regularly scheduled grade level and department meetings</li> <li>• Special Ed. Teachers attending all grade-level meetings</li> <li>• Teachers &amp; Administrators follow a 3 tiered process (RTI/MTSS)</li> <li>• Addition of weekly PLC meetings with each grade level to go over procedures, data, and planning. (Title I SW Elements: 2.5)</li> </ul> (Target Group: All) (Strategic Priorities: 4)	C/I Director, Counselor(s), Principal, Teacher(s)	9 weeks	(L)Local Funds	Formative - Ongoing
3. Administer assessments in core areas once each three weeks to check for mastery. Instructional / Assessment accommodations for designated students. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2,4)	Administrators, Counselor(s), Principal, Teacher(s)	9 weeks	(L)Local Funds	Formative - Ongoing
4. Administer mock STAAR pretest (benchmarks) in November and March prior to testing date. We added a fall benchmark last year and will continue this year to be able to look at growth in between the two. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2,4)	Counselor(s), Principal, Teacher(s)	Fall & Spring	(L)Local Funds	Formative - ongoing
5. Provide additional support for students not	Administrators, Special Ed	Fall and Spring	(S)State Compensatory	Formative - ongoing

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
achieving expected TEKS/STAAR mastery: <ul style="list-style-type: none"> <li>• Tutorials after school in both the fall and spring semester</li> <li>• Individualized remediation plan for special education students</li> <li>• Continuation of 35 minute WIN (What I Need) class to focus on lower performing TEKS to move students progressively in STAAR levels (Approaches, Meets, Masters). (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2,4)</li> </ul>	Teachers, Teacher(s)			
6. Continue requirement of writing across the curriculum <ul style="list-style-type: none"> <li>• Daily guided reading in grades 5 and 6 and in 5-8th special education RLA classes. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 4)</li> </ul>	Teacher(s)	Each 9 Weeks	(L)Local Funds	Summative - ongoing
7. Require STAAR-based sponge or closure activities in all core content classes. Target: <ul style="list-style-type: none"> <li>• Higher level and critical thinking skills</li> <li>• Process skills (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2)</li> </ul>	Teacher(s)	Each 9 Weeks	(F)Title I	Summative - ongoing
8. Recruit and maintain high-quality, certified and highly qualified teachers and paraprofessionals. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 1)	Administrators, Central Office	Fall and Spring	(F)Title I, (L)Local Funds	Summative - ongoing
9. Provide local and out-of-district capacity building professional development opportunities for all faculty and staff: <ul style="list-style-type: none"> <li>• Curriculum Alignment and Sequencing</li> <li>• Differentiating Instruction</li> <li>• Closing the Achievement Gap</li> <li>• Instructional Leadership Training</li> <li>• Accelerating Instruction</li> <li>• New teacher orientation and mentoring</li> <li>• Enforcement of Code of Conduct</li> </ul>	Administrators, Teacher(s)	Fall and Spring	(F)Title IIA Principal and Teacher Improvement	Summative - ongoing

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<ul style="list-style-type: none"> <li>--Discipline strategies</li> <li>--Classroom management</li> <li>--Conflict resolution</li> <li>• Technology</li> <li>• Support for general ed. teachers providing instruction for special education students               <ul style="list-style-type: none"> <li>--Accommodations</li> <li>--Behavior Intervention Plans</li> </ul> </li> <li>• Region VII workshops</li> <li>• Importance and value of family involvement</li> <li>• Content-Specific workshops, updates and conferences</li> <li>• TEKSResources Training</li> <li>• Lead4Ward Training</li> <li>• Update training for common awareness of district policies and procedures for student identification for placement and monitoring in all special programs</li> <li>-- Capturing Kids Hearts process implemented</li> <li>--Addition of GBF days 2x month</li> <li>--Dyslexia/related (Title I SW Elements: 2.2)</li> </ul> (Target Group: All) (Strategic Priorities: 1)				
10. Provide additional support for English language learners <ul style="list-style-type: none"> <li>• All ELAR teachers must be ESL certified.</li> <li>• Provide intensive instruction for students identified as LEP with additional tutoring time.</li> <li>• Technology support- BrainPop ESL and Read Naturally. ESL students go to Read Naturally 1x weekly for 30 mins. (Title I SW Elements: 2.5,2.6) (Target Group: ESL) (Strategic Priorities: 2)</li> </ul>	Teacher(s)	Each 9 weeks	(F)Title III Bilingual / ESL	Summative - ongoing
11. Provide incentive opportunities for all students passing progress checks / benchmarks which prepare students for STAAR. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2,4)	Principal, Teacher(s)	Each 9 Weeks	(L)Local Funds	Summative - ongoing

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
12. Implement Flocabulary, Study Island, Exact Path, BrainPop, Discovery Education Streaming, while encouraging student enrichment and use of the programs at home. (Title I SW Elements: 2.2,2.5) (Target Group: All) (Strategic Priorities: 2,4)	Teacher(s)	Fall & Spring	(L)Local Funds, (S)IMA Funds - Contracted Services	Summative - ongoing
13. Continue to utilize Read Naturally, MyOn, and Learning Ally for any student requiring additional reading support. (Title I SW Elements: 2.5,2.6) (Target Group: ESL,SPED,AtRisk) (Strategic Priorities: 2,4)	Paraprofessionals, Teacher(s)	Fall & Spring	(F)Title I, (F)Title III Bilingual / ESL	Summative - ongoing
14. Empower delivery of TEKS/STAAR based instruction through development and use of a vertically and horizontally aligned curriculum in core content areas. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1)	Counselor(s), Principal, Teacher(s)	Monthly	(L)Local Funds	Formative - Ongoing
15. Continuation of dyslexia class for our dyslexic students. They go to dyslexia class 4 days per week for 45 mins. (Target Group: Dys) (Strategic Priorities: 2,4)	Dyslexia Teacher	Weekly		



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- Goal 1.** Goal 1: The achievement of all student groups will improve over the next four (4) years in order for Alto Middle School to meet Required Standards and achieve Distinction Designations Labels under TEA's Public School Accountability System
- Objective 2.** Objective 2: Increase attendance rate to at least 98%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Create a learning community of high expectations for all students: • Strict enforcement of the Code of Conduct, tardy and absentee policies • Shared pride in accomplishments and campus appearance (Title I SW Elements: 2.1,2.4) (Target Group: All) (Strategic Priorities: 4)	Administrators, Dean of Student Services, Teacher(s)	Fall and Spring	(L)Local Funds	Summative - ongoing
2. Report to counselor/principal/Dean of Students names of students with frequent absences.  Dean of Students will monitor attendance daily & will assign students with more than 5 unexcused absences to Saturday School. (Title I SW Elements: 2.2,2.6) (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Dean of Student Services, Principal, Teacher(s)	Fall and Spring	(L)Local Funds	Summative - ongoing
3. Utilize courts to deter truancy (Title I SW Elements: 2.2,2.6,3.1) (Target Group: All) (Strategic Priorities: 4)	Dean of Student Services, Principal	Fall and Spring	(L)Local Funds	Summative - ongoing
4. Provide incentives for students achieving perfect attendance every 3-4 weeks and at the end of each semester and the year. (Award Winning Attendance) (Title I SW Elements: 2.6) (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Dean of Student Services, Principal, Teacher(s)	Every 3-4 Weeks	(L)Local Funds	Summative - ongoing
5. Partner with Children's Clinic of Rusk for same day visits, early treatment, quicker return to school, on-going health check-ups and physicals for athletes. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 4)	Nurse	Fall & Spring	(L)Local Funds	Summative - ongoing

# ALTO MIDDLE

**Goal 2.** Goal 2: Meet the needs of all students by providing a safe, healthy, disciplined, drug free learning environment.

**Objective 1.** Objective 1: Reducing the discipline incidents by 5%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue with positive behavior management program (End of Semester Field Trips, weekly incentives, etc.) • PBIS Framework (Positive Behavioral Intervention & Supports)- House System & Classcraft Program added • STOP IT App for Bullying • Positive office referrals • Student of the Month • Fun Friday's in enrichment for students that earn it • Recess time on Friday afternoons as a positive behavior incentive for 5th and 6th grades • Capturing Kids' Hearts program continually enforced • Discipline logs sent home and signed every 3 weeks • Addition of AMS Discipline committee meetings conducted quarterly • Addition of AEP on AISD campus. • Addition of BASE program for our social/emotional learning component. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Dean of Student Services, Principal, Teacher(s)	Fall and Spring	(L)Local Funds	Summative - ongoing

# ALTO MIDDLE

**Goal 2.** Goal 2: Meet the needs of all students by providing a safe, healthy, disciplined, drug free learning environment.

**Objective 2.** Objective 2 : Respect among students will be fostered and maintained. Student expectations will be clearly stated and consistently enforced. Safety of all staff and students will be of upmost priority.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide staff development training on student expectations and proper enforcement (Texas Behavior Support Initiative) (Title I SW Elements: 2.4) (Target Group: All) (Strategic Priorities: 4)	Administrators, Principal, Teacher(s)	Fall and Spring	(F)Title IIA Principal and Teacher Improvement	Summative - ongoing
2. Provide students with coordinated health activities (Physical Ed Activities, Sex Ed Presentations, and Health Ed Activities).  (Title I SW Elements: 2.4) (Target Group: All) (Strategic Priorities: 4)	Administrators, Athletic Director, Coaches, Counselor(s), Nurse	Fall and Spring	(F)Title IV Safe and Drug Free	Summative - ongoing
3. All federal and state required safety training including those recently added by HB 3. We will continuously stress the importance of new safety measures that we have put in place to both staff and students. Door sweeps will be done weekly for all exterior doors to ensure they are closing and latching properly, and that they are locked at all times. Classroom doors are to be kept locked at all times as well. No one is permitted past the office without a visitor sticker from the office, and staff are to wear their ID badges at all times. (Target Group: All) (Strategic Priorities: 4)	Administrators, Counselor(s), Teacher(s)	ongoing	(F)Title IV Safe and Drug Free	Summative - ongoing
4. Cyber Security: All students complete a Digital Citizenship training at the beginning of the year for cyber security. (Target Group: All)	Teacher(s)	Fall		
5. Drug & alcohol awareness: Red Ribbon Week is celebrated every fall to help bring awareness to the effects of drugs and alcohol to all students. (Target Group: All)	AISD Staff	Fall		
6. Suicide awareness: Our counselor puts out posters and sends out information to parents, students, and staff on suicide awareness. (Target Group: All)	Counselor(s)	Monthly		

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Bullying: Our counselor meets with all students at the beginning of the year and lets them know about our StopIt App, which is our anonymous bullying reporting platform. She also send out info about bullying periodically to teachers to share with students. We have a bullying investigation form/process that is used when there is a bullying allegation. (Target Group: All)	Counselor(s)	Ongoing		
8. Safety drills are conducted to follow and be in compliance with state guidelines. These include: Lock down drills, fire drills, tornado drills, etc. (Target Group: All)	Administrators	Ongoing.		
9. We follow the AISD RIPICS Plan for COVID procedures for all staff and students. This can be found on our district website. (Target Group: All)	AISD Staff	Ongoing		
10. Teen/Dating Violence training is provided to our 7th and 8th grade students through Eduhero (online training platform with videos, info, and assessments). (Target Group: 7th ,8th)	Administrators, Counselor(s), Principal(s), Teacher(s)	Fall		09/12/22 - Pending (S)

# ALTO MIDDLE

**Goal 3.** Goal 3: Strengthen home and school relationships.

**Objective 1.** Objective 1: Provide parents with more opportunities for family involvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Maintain school website, Facebook page, & Remind 101 to reflect middle school activities and student happenings. (Title I SW Elements: 3.1) (Target Group: All) (Strategic Priorities: 4)	Webmaster	Weekly	(L)Local Funds	Summative - ongoing
2. Continue Parent Orientation / Open House / Meet the Teacher nights • Open Computer Lab to assist with online registration (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 4)	Administrators, Principal, Teacher(s), Technology Directors	Fall & Spring	(L)Local Funds	Summative - ongoing
3. Continue 4th grade orientation for future 5th graders. (Title I SW Elements: 2.1) (Target Group: 5th)	Counselor(s), Principal(s)	Spring	(L)Local Funds	Summative - ongoing
4. Communicate with parents through Remind 101 & email to have for documentation, rather than keeping a log. Positive communication with all parents is vital for successful relationships between the school and parents. (Title I SW Elements: 3.1) (Target Group: All) (Strategic Priorities: 4)	Principal, Teacher(s)	Each 9 Weeks	(L)Local Funds	Summative - ongoing
5. Increase social media engagement using more frequent announcements and positives. (Title I SW Elements: 2.1,3.1) (Target Group: All)	C/I Director	Weekly	(L)Local Funds	Summative - ongoing
6. Middle School Pep Rallies, open invitation. These have been moved to the afternoons this year to help more parents be able to attend. (Target Group: All)	Sponsors	Fall	(L)Local Funds	Summative - ongoing
7. Connecting with parents through: •Alert Now (calls & texts) •Remind 101, phone, email •Admin office hours for parent meetings, etc. •8th grade graduation •Marquee •Progress reports every 3 weeks for grade	Administrators, C/I Director, Counselor(s), Teacher(s)	Weekly	(L)Local Funds	

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**Objective 1.** Objective 1: Provide parents with more opportunities for family involvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
updates •Monthly newsletter from principal, including students of the month, positives, upcoming events, etc. •Discipline logs sent home to be signed every 3 weeks •Week at a glance sent to parents weekly with info for parents from principal, counselor, teachers, and coaches (Target Group: All)				
8. We added Parent Info Night for all middle school parents to attend at the beginning of the year to go over rules, expectations, dress code, etc. (Target Group: All)	Administrators, Coaches, Counselor(s), Dean of Student Services, Teacher(s)	BOY		

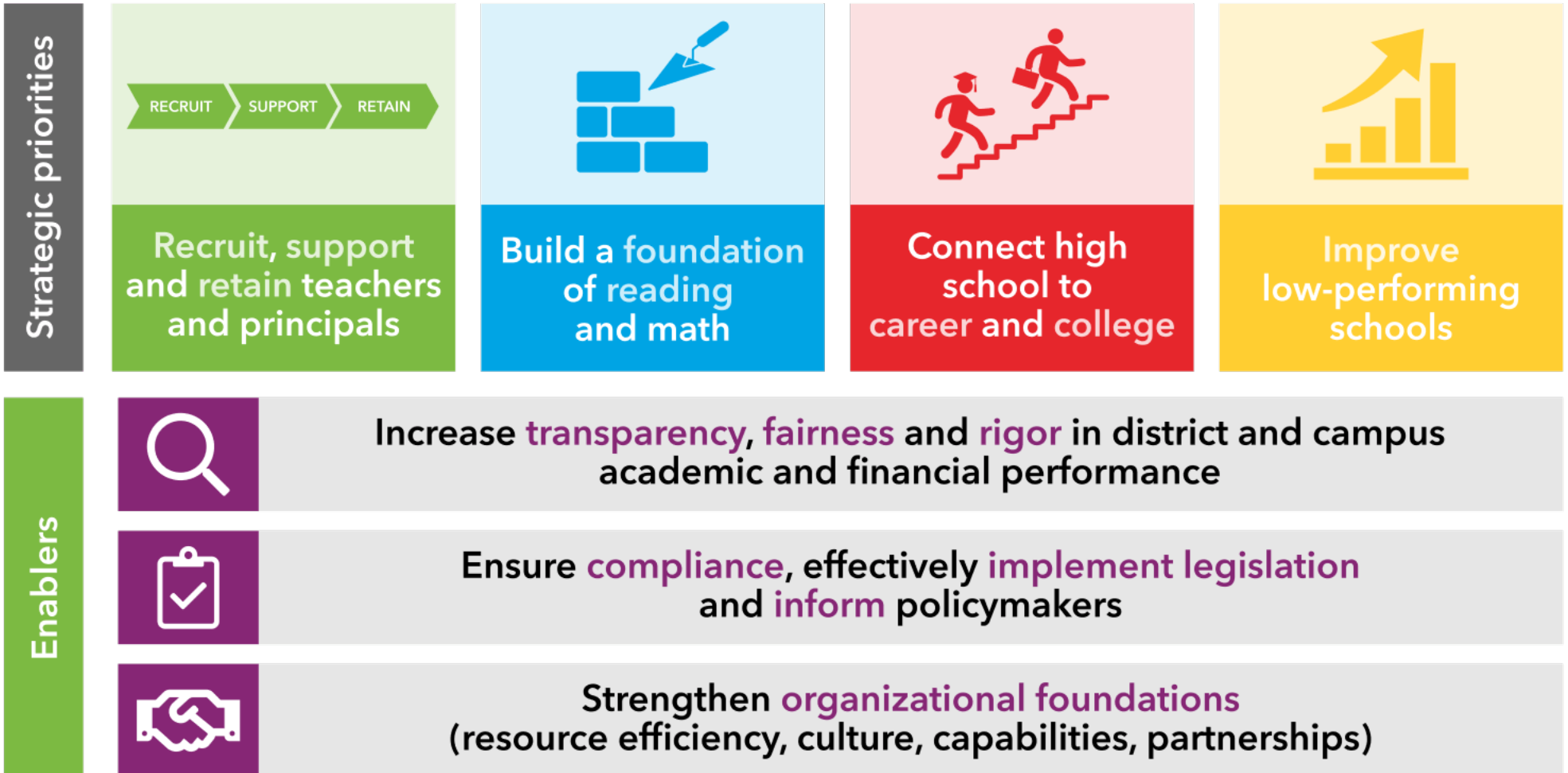
# Comprehensive Needs Assessment

# Comprehensive Needs Assessment Data Sources

Community Demographics  
Community Input  
Disaggregated STAAR Data  
Discipline Referrals  
Failure Lists  
Federal Program Guidelines  
Parental Involvement Policy  
PEIMS Reports  
Special Student Populations  
Staff/Parents/Community/ Business members involved w/SBDM



# Every child, prepared for success in college, a career or the military.



*\*adapted from TEA Strategic Plan - <https://tea.texas.gov>*