

**Midlothian Independent School District**  
**Frank Seale Middle School**  
**2009-2010 Campus Improvement Plan**

**Accountability Rating: Acceptable**



## **Mission Statement**

Frank Seale Middle School is committed to meeting the needs of all students by recognizing the physical, social and emotional requirements that are unique to the middle school student while maintaining the highest possible academic standards in an environment that is safe, inviting, and conducive to learning.

## **Vision**

Frank Seale Middle School will provide authentic learning opportunities to prepare students for intrinsic life-long learning.

### **Gold Performance Acknowledgements:**

CI: Reading/ELA

Commended Reading/ELA

Commended Writing

# Comprehensive Needs Assessment

## Student Performance

### Student Performance Summary

Frank Seale Middle School received a rating of Academically Acceptable by TEA. The TAKS passing rates for all students at FSMS in the areas of Math, Reading, Writing and Social Studies were 94% to 99%. Science scores decreased particularly in the area of Economically Disadvantaged falling from 73% passing to 60% passing. Scores for the subpopulation of Economically Disadvantaged will be a focus for the campus for 2009 -2010 school year as this groups scores also decreased in the area of Math from 96% to 89%.

### Student Performance Strengths

Frank Seale Middle School has numerous strengths (without the use of TPM)

- 98% of all students met standard in the area of Reading/ELA (99% in 2008)
  - 53% of all 6th grade students met Commended Performance (54% in 2008)
  - 38% of all 7th grade students met Commended Performance (47% in 2008)
  - 65% of all 8th grade students met Commended Performance (67% in 2008)
- 99% of all students met standard in the area of Writing (97% in 2008)
  - 56% of all 7th grade students met Commended Performance (56% in 2008)
- 94% of all students met standard in the area of Math (96% in 2008)
  - 44% of all 6th grade students met Commended Performance (50% in 2008)
  - 21% of all 7th grade students met Commended Performance (28% in 2008)
  - 35% of all 8th grade students met Commended Performance (32% in 2008)
- 96% of all students met standard in the area of Social Studies (98% in 2008)
  - 58% of all 8th grade students met Commended Performance (58% in 2008)
- 84% of all students met standard in the area of Science (86% in 2008)
  - 38% of all 8th grade students met Commended Performance (36% in 2008)

Gold Performance Acknowledgement:

- Comparable Improvement: Reading/ELA
- Commended: Reading/ELA
- Commended: Writing

### **Student Performance Needs**

Student performance on TAKS indicates two subpopulations scoring significantly lower in the areas of Math and Science compared to other student subpopulations. Hispanic and Economically Disadvantaged group scores decreased in 2009 compared to 2008 scores. As student population increases and subpopulation groups grow campus interventions will target both Hispanic and Economically Disadvantaged student groups.

#### TAKS Areas of Focus

- 89% Economically Disadvantaged students met standard in the area of Math (7% decrease from 2008)
- 74% Hispanic students met standard in the area of Science (4% decrease from 2008)
- 60% Economically Disadvantaged students met standard in the area of Science (13% decrease from 2008)

# Staff

## Staff Summary

Frank Seale Middle School staff is rated highly qualified is devoted to training and professional development opportunities that enhance student learning and engagement.

## Staff Strengths

Professional staff annually complete required continuing education in the following areas:

- Gifted/Talented - 6 hours per year
- Pre-Advanced Placement - 6 hours every three years
- Technology - 24 hours per year
- Bloodborne Pathogens, Diabetes, and other state-mandated updates annually
- Thinking Maps
- WOW - Working On The Work - continued implementation with focus on Protocols
- WOW Conference - 2.0
- Staff Book Study - Ruby K. Payne, Ph.D., A Framework for Understanding Poverty
- TELPAS
- Texas Band Masters Association
- MTA
- PDAS Online Training for new teachers
- TALA - Texas Adolescent Literacy Academy
- CAMT - Conference for the Advancement of Mathematics Teaching
- Math Cadre
- Margaret Kilgo
- Leadership Teams Impacting School Improvement (Department Heads)
- Child Abuse and Neglect
- Sexual Harassment

## Staff Needs

Focus on the coming year includes:

- Raising Scores for Under-Privileged and Minority Students
- Thinking Maps
- Technology Training using Mobis and Mimios

# **Parent Involvement**

## **Parent Involvement Summary**

Frank Seale Middle School's Parent Teacher Organization (PTO) continues to be a positive impact on the campus. Increasing membership this past year has provided many opportunities for parents to participate on campus. FSMS PTO provides support for campus activities such as the Book Fair, Student Orientation Nights, Meet the Teacher Night, No Zero Parties and Field Days. Communication links through the website are updated and maintained for parent information regarding the campus and campus events.

## **Parent Involvement Strengths**

PTO has helped sponsor the following events at FSMS:

- Book Fair Assistance - Fall and Spring
- No Zero Parties
- Teacher Appreciation Luncheons and Events
- Teacher Birthday Cakes (monthly)
- Back 2 School Dance Volunteers
- Field Day Assistance
- 8th Grade Dinner Party Assistance

## **Parent Involvement Needs**

PTO continues to increase membership and participation for Frank Seale Middle School families.

# **Community Involvement**

## **Community Involvement Summary**

Frank Seale Middle School seeks opportunities to connect with the community through various programs. It is the goal of FSMS to work in partnership to create the best possible learning environment.

## **Community Involvement Strengths**

The following programs allow for community connections:

- Community Problem Solvers (CmPS)
- Veteran's Day Assembly
- Buffalo Hills Outreach Community Night with Community In Schools

## **Community Involvement Needs**

Frank Seale Middle School will seek additional opportunities to connect with the community through the elective programs:

- Band, Choir and Theater Art Performances
- Art displayed at various local businesses

# **Programs**

## **Programs Summary**

Frank Seale Middle School benefits from various strong and innovative programs.

## **Programs Strengths**

Frank Seale Middle School offers the following programs:

ESL/ELL Program

Peer Mediation

Community Problem Solvers (CmPS)

Drama Club, Math Club, Cub News, Math Pentathlon, Chess Club, Skate Club

Community In Schools

Character Education

Student Council, National Junior Honor Society

WattWatchers

21st Century Technology Initiatives

First Year Teacher Support through O.A.R.S.

Design Team

## **Programs Needs**

Frank Seale Middle School will seek additional opportunities to implement programs to strengthen learning communities and connections to students and the community.

# Technology

## Technology Summary

Frank Seale Middle School believes technology will take us into the 21st Century by utilizing current technological advances.

## Technology Strengths

### Technology Strengths

- FSMS has a campus website
- FSMS has daily Twitter updates on the happenings of the campus
- All students receive weekly technology training
- A green screen has been added for teacher/student video announcements and presentations
- Technology enriched lessons are integrated into all academic areas in all grade levels
- Study Island is utilized in grades 6-8 to strengthen TAKS objectives
- PTV(Parent Teacher Organization) has a website linked to the campus home page
- PowerSchool is available to all parents to access up-to-date student information and grades
- Email is used as a form of communication between parents and staff

## Technology Needs

### Technology Needs

- All teachers need to acquire 24 hours of technology training during the 2009-2010 academic school year
- Teachers will be encouraged to develop a webpage and Facebook account

# Comprehensive Needs Assessment Data Documentation

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

- Review of district goals
- Review of campus goals
- Disaggregation longitudinal AEIS data
- Disaggregation current-year AEIS data
- Disaggregation AYP data
- Analysis of PBMAS data
- Professional learning communities discussions
- Campus and/or district planning and decision making committee meeting discussions
- Results of benchmark assessments
- Number of students assigned to special programs and their academic achievement
- Drop-out rates
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Student surveys
- Community and/or parent surveys and/or feedback
- Staff surveys and/or feedback
- Prior year budgets/entitlements and expenditures in relation to current year funding and priorities
- State and/or federal planning requirements
- Campus leadership and/or department meetings
- Campus faculty meeting discussions
- District committee meeting discussions
- Student failure and/or retention rates
- Student Success Initiative (SSI) results
- Prior year(s) campus and/or district improvement plans
- Staff development evaluations, surveys, and/or needs assessment(s)
- Study of best practices
- Action research results
- Disaggregated Texas Assessment of Knowledge and Skills (TAKS) results
- Disaggregated TELPAS results
- Tobacco, alcohol, and other drug-use data

- Analysis of special education population, including performance, discipline, attendance, and mobility
- Analysis of homeless population, including performance, discipline, attendance, and mobility
- Analysis of migrant population, including performance, discipline, attendance and mobility
- Analysis of At-Risk population, including performance, discipline, attendance and mobility
- Analysis of gifted population, including performance, discipline, attendance and mobility
- College Readiness Data
- Class size
- Texas STaR Chart

# Goals

## Goal 1: Frank Seale Middle School students will have increased academic success through opportunities provided by the district.

**Performance Objective 1:** FSMS will earn an Exemplary rating as defined by state guidelines and will meet PBMAS and AYP requirements as determined by NCLB.

### Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Teachers will continue to design student work that results in high levels of student engagement and reinforces analytical and critical thinking skills through Working on the Work.	FSMS Design Team; Administrative Liaison for Math, ELA/R, Science, Social Studies, Electives, Special Education	Title II (CLSR); Local Funds	Lesson Plans, Observations, Student Surveys, Teacher Surveys				
Departmental meetings will be used to collaborate on Working on the Work philosophy, strategies and activities that can be implemented in the classroom.	Campus Design Team; Administrative Liaison for Math, ELA/R, Science, Social Studies, Electives, Special Education	Title II (CLSR); Local Funds	Lesson Plans, Observations, Departmental Notes				
Teachers will implement a tutoring program based on Mock TAKS results, unit tests, benchmarks and previous TAKS results.	Assistant Principal liaison for Math, ELA/R, Science and Social Studies; Principal	Campus Funds	Mock TAKS Results, Unit Tests, Benchmark Tests, TAKS results				
Teachers will utilize the INOVA system, TAKS Analyzer and Quantile scores to analyze and interpret TAKS data to determine areas of weakness on an annual basis.	Assistant Principal liaison for Math, ELA/R, Science and Social Studies.	Local Funds	Analysis of "Value Added" per each student				
Teachers will follow district Scope and Sequence as established by the vertical alignment committee coordinating their efforts to work across grade levels.	Assistant Principal liaison for Math, ELA/R, Science and Social Studies; Principal	Campus Funds	Lesson Plans, Departmental Meeting Notes				
Spiraling of the curriculum will occur throughout the year with previously taught TEKS being reemphasized and incorporating new TEKS in ELA/R and Science.	Assistant Principal liaison for Math, ELA/R, Science and Social Studies.	Campus Funds	Benchmark Tests, Unit Tests, Lesson Plans				
Teachers will utilize Data-Driven Decision Making strategies by Kilgo.	Assistant Principal liaison for Math, ELA/R, Science and Social Studies; Principal	Campus Funds	Departmental Meeting Notes				
Students will access Study Island, Read Naturally and Step Up to TAKS programs in class and in tutoring sessions to increase TAKS Objective deficiencies.	Assistant Principal liaison for Math, ELA/R, Science and Social Studies; Principal	Campus Funds	Benchmarks, Mock TAKS results, TAKS data				


Teachers will train and implement strategies to reach special populations of students using Ruby Payne book study.	Assistant Principal liaison for Math, ELA/R, Science, Social Studies, Electives and Special Education; Principal	Campus Funds	Lesson Plans, Departmental Meeting Notes, Staff Development Sign-In Sheets				
Teachers will address deficiencies related to TAKS Objectives as determined by annual TAKS data.	Assistant Principal liaison for Math, ELA/R, Science and Social Studies; Principal	Campus Funds	Lesson Plans; Benchmark Tests; Mock TAKS; TAKS				
Teachers will continue to implement strategies and analyze data to determine areas of weakness using INOVA, TAKS Analyzer and 5th grade TAKS Science scores.	Assistant Principal liaison for Science; Principal	Campus Funds	Benchmark tests; Mock TAKS; TAKS				
Science teachers will continue to work with the Special Education department to emphasize science study skills.	Assistant Principal liaison for Science; Principal	Campus Funds	GCS Collaboration Notes; Lesson Plans; Department Meeting Nots				
Science teachers will continue to implement more technology in the classroom allowing students to create science games and TAKS study questions.	Assistant Principal liaison for Science; Principal	Campus Funds	Lesson Plans				
Science teachers will use supplemental material to develop TAKS skills such as Kamico, Glenco, Step Up to TAKS, TAKS Coach, Buckle Down, Measuring Up and UIL Academic participation.	Assistant Principal liaison for Science; Principal	Campus Funds	Lesson Plans; Benchmark tests; Mock TAKS; TAKS				
Special Education teachers will align instruction in resource classes to mirror core academic classes in ELA/R and Math.	Administrative liaison for Special Education; Principal	Campus Funds; Title III	Lesson Plans				
Teachers will address deficiencies related to 8th Grade Science TAKS Objective 5-Earth and Space Systems.	Assistant Principal liaison; Principal	Campus Funds	Benchmark Exams, Semester Exams and TAKS test				
Teachers will plan with their colleagues to incorporate reading, writing, and math skills into their science classes.	Assistant Principal liaison; Principal	Campus Funds	Benchmark Exams, Semester Exams, TAKS Tests				
Teachers will add Thursday mornings to tutoring schedule to focus on objectives missed on previous benchmark exams.	Assistant Principal liaison; Principal	Campus Funds	Benchmark Exams, Semester Exams, TAKS Test				
Individual tutor sessions during class time with students who have identified needs.	Assistant Principal liaison; Principal	Campus Funds	Benchmark Exams; Semester Exams; TAKS Test				
Cross grade level teaching for 7th and 8th grade science teachers to increase vertical alignment between the two grades.	Assistant Principal liaison; Principal	Campus Funds	Lesson plans, Benchmark Exams, Semester Exams, TAKS Tests				
Teachers will address deficiencies related to TAKS Objective 2-Appling Knowledge of Literary Elements and Objective 4-Appling Critical Thinking Skills for ELA.	Assistant Principal liaison; Principal	Campus Funds	Unit Tests, Observations, Benchmark Exams, Semester Exams, TAKS Test				
Teachers will utilize the Read Naturally program in ARI tutoring and Cub Academy to increase reading fluency and aide with RTI approaches.	Assistant Principal liaison; Principal	Campus Funds	SSI student reports; Benchmark Exams; TAKS Test; Teacher/tutor documentation				

Teachers will address deficiencies related to TAKS Objective 4 - Correct and Effective Sentence Construction in Writing.	Assistant Principal liaison; Principal	Campus Funds	Unit Tests; Observations; Benchmark Exams; TAKS Tests				
Technology, such as online research, DVDs, and videos with incorporated to encourage the generation of ideas for reflective writing.	Assistant Principal liaison; Principal	Campus Funds; Library Funds	Lesson Plans, Observations				
The Six Trait writing process will be used as the framework for teaching reflective writing. Teachers will be trained in Six Trait writing.	Assistant Principal liaison; Principal	Title II (Co-op)	Lesson plans; Observations; Writing Benchmark Exams				
Literature will be used as a springboard for reflective writing to encourage students to write about personal experiences.	Assistant Principal liaison; Principal	Campus Funds; Library Funds	Lesson Plans; Observations; Writing Benchmarks				
Students who did not meet standard on Reading or Math TAKS in 2009 or those students who need additional support in reading or math will receive remediation in Excel Reading or Excel Math classes.	Assistant Principal liaison; Principal	Campus Funds; Compensatory Education Funds	TAKS results				
Teachers will address deficiencies related to TAKS Objective 1 - Numbers, Operations, and Quantitative Reasoning and TAKS Objective 4 - Concepts and Uses of Measurements.	Assistant Principal liaison; Principal	Campus Fund; Secondary Allotment	Unit Tests; Observations; Benchmark Exams; TAKS Tests				
Teacher will use the TI Navigator Calculator systems in Algebra I math classes	Assistant Principal liaison; Principal	Secondary Allotment Funds	Unit Tests; Observations, Benchmark Exams				
Teachers will address deficiencies related to Social Studies TAKS Objective 4 - Political Influences on History.	Assistant Principal liaison; Principal	Campus Funds	Unit Tests; Observations; Benchmark Exams; TAKS Tests				
Using Thinking Maps, staff will model visual patterns based on fundamental thinking processes.	Assistant Principals; Principal	Campus Funds	Student products; Thinking Map notebooks; On-going campus training; Lesson plans				
ARI/AMI small group tutoring is provided for students who are identified through INOVA as having weaknesses in Math and/or Reading	Assistant Principals; Principal	Campus Funds	Student attendance; Practice results; Benchmark Exams; TAKS Tests				

 = Discontinue
  = No Progress
  = Some Progress
  = Considerable Progress
  = Accomplished

**Performance Objective 2:** FSMS will increase the participation and achievement of students in Advanced Academics.


**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Teachers will attend staff development on meeting the needs of Gifted and Talented students.	Assistant Principal for Math, ELA/R, Science, Social Studies and Electives; Principal	Title V	Staff Development Sign-In Sheets, Lesson Plans				
Teachers will attend Pre-AP training and implement strategies for increased critical thinking and problem solving.	Assistant Principal for Math, ELA/R, Science and Social Studies; Principal.	Title V	Staff Development Sign-In Sheets, Lesson Plans				
Staff will encourage student participation in the Math Club which requires students to solve math puzzles using critical thinking and problem-solving skills including Math Pentathlon.	Assistant Principal liaison for Math; Principal	Campus Funds	Student membership in Math Club and Math Pentathlon				
FSMS Math department will collaborate with the FSMS Science department in developing lessons cross-curricular.	Assistant Principal liaison for Math and Science; Principal	Campus Funds	Lesson Plans; Department Meeting Notes				
Accumulated deficiencies will be reduced by addressing 8th grade Math TEKS with advanced students in Algebra I.	Assistant Principal liaison for Math; Principal	Campus Funds	Benchmark Tests; Mock TAKS; TAKS				
Community Problem Solvers and Future Problem Solvers will research problems using ELA/R research skills, enhance math skills through basic math computation in financing of projects, use science related research topics to problem solve community needs and use history and cultural patterns to watch for trends or patterns in order to predict and infer for the future.	Administrative liaison for Electives; Principal	Campus Funds; Title V	Lesson Plans; Observations				
Spanish teachers will continue to develop good listening, speaking, reading and writing skills to improve in the acquisition of the Spanish language preparing for high school foreign language and college readiness.	Administrative liaison for Electives; Principal	Campus Funds	Lesson Plans; Observation				
ESL students will continue to be provided with opportunities for language acquisition with the assistance of Rosetta Stone computer program and other reading and audio materials.	Administrative liaison for Electives; Principal	Campus Funds; Title I	Lesson Plans; Observations; Conference with students through ESL and Spanish teachers				
							

**Performance Objective 3:** FSMS will establish learning environments appropriate for the implementation of 21st Century learning skills.

**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Students identified as "At-Risk" will be served through Grand Central Station.	Assistant Principal liaison for Math, ELA/R, Science and Social Studies.	Secondary Allotment Funds	Report Cards, INOVA data, student surveys, teacher surveys				
Teachers will collaborate weekly with Grand Central Station personnel to plan interventions for "At Risk" students.	Principal	Secondary Allotment Funds	Report Cards, INOVA data, student surveys, teacher surveys				
Teachers will appropriately implement accommodations as determined by the Admission / Review / Dismissal (ARD/IEP) Committee, the Language Proficiency Assessment Committee (LPAC) or the 504 Committee.	Assistant Principal liaison for Math, ELA/R, Science, Social Studies, Electives and Special Education; Principal	Title I, Title III	Lesson Plans, Observations, ARD / LPAC / 504 Meetings				
Teachers will be provided with training and materials to meet the needs of ESL and Migrant students.	Assistant Principal liaison for Math, ELA/R, Science, Social Studies and Electives.	Title III	Lesson Plans, Observations, Staff Development Sign-In Sheets				
Identified students will be discussed at Student Assistance Team (SAT) meetings and appropriate Response to Interventions will be implemented.	Assistant Principal liaison for Math, ELA/R, Science and Social Studies; Principal	Campus Funds	SAT Meeting Minutes, Teacher Documentation of RtI				
Teachers will introduce analogies to maximize students' learning potential and provide opportunities that enhance diverse learning styles.	Assistant Principal liaison for Math, ELA/R, Science, Social Studies, Electives and Special Education; Principal	Campus Funds	Lesson Plans				
Continue to provide flexible scheduling to the campus Library Media Center to allow information access at point-of-need thereby increasing the amount of time teachers use the computer lab and/or laptops..	Principal	Campus Funds	Library Media Center Sign-In; STaR Chart Rating				
Teachers will conduct classes in the computer lab that require students to use technology such as Microsoft Word, Excel, PowerPoint and emerging Web 2.0 technologies.	Administrative liaison for Math, ELA/R, Science and Social Studies; Principal	Campus Funds	Lesson Plans; Computer Lab Log; Observations				
Technology TEKS will be addressed in the regular classroom and laboratory settings.	Administrative liaison for Math, ELA/R, Science and Social Studies; Principal	Campus Funds	Lesson Plans; Computer Lab Log; Observations				






Students will utilize the FSMS library to master research skills.	Assistant Principal liaison for Math, ELA/R, Science and Social Studies; Principal	Campus Funds	Lesson Plans; Library Media Center Sign-In				
Maintain and provide InFocus projectors and other presentation hardware (i.e. Mimios & Mobis) for each classroom for teachers to use during presentations of lessons and materials.	Assistant Principal liaison for Math, ELA/R, Science and Social Studies; Principal	Campus Funds	Lesson Plans; Observations				
Continue to evaluate and update / increase technology and equipment in computer classrooms and labs that support district technology goals.	Principal	Campus Funds	STaR Chart Rating; Computer Lab Log				
Students will be selected to participate in various UIL academic and extra-curricular activities.	Administrative liaison for UIL; Principal	Campus Funds	UIL participation; UIL Contest results				
Technology Application classes will continue to develop and improve necessary skills for students to be successful in integrating technology on a daily basis and be provided with opportunities designed for performance-based assessment for real-world application and conceptual understanding to motivate learning.	Administrative liaison for Electives; Principal	Campus Funds	Lesson Plans; Observations;				
							

**Goal 2: Frank Seale Middle School will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.**

**Performance Objective 1:** FSMS will promote and encourage healthy behaviors in a positive and safe environment.


**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
FSMS staff will continue to create engaging work that inspires students to attend school on a regular basis.	Assistant Principal liaison for Math, ELA/R, Science, Social Studies, Electives and Special Education; Principal	Campus Funds	Daily Attendance Reports				
Students with perfect attendance will be recognized.	Assistant Principal liaison for attendance; Principal	Campus Funds	Daily Attendance Reports				
FSMS staff will create an environment that is student friendly and welcoming to students by offering a variety of extracurricular opportunities, holding club meetings and dances.	Assistant Principal liaison for Electives; Counselors; Principal	Campus Funds	Daily Attendance Reports; Program enrollment				
Truancy will be filed on parents and students who violate the 90% attendance law.	Assistant Principal liaison for attendance; Principal	Campus Funds	Daily Attendance Reports				
FSMS staff will include strategies for drug awareness, violence prevention and the prevention of sexual harassment, dating violence and bullying (Peer Mediation). Guidance counselors will visit 6th grade classrooms. Drug dog visits to the campus will help deter students from bringing drugs to the campus.	Counselors; Assistant Principals; Principal	Campus Funds; Title I; Title IV (Red Ribbon); Title IV (Co-Op)	Peer Mediation Referrals; Conference with Advisor				
FSMS staff will include strategies for implementing character development, self-discipline, pride, integrity, wisdom, altruism, and service through Cub News.	Counselors; Assistant Principals; Principal	Campus Funds	Number of Office Referrals; Conferences with Students				
FSMS will continue with the teaming concept to allow teachers to handle many discipline issues. REACH council will be utilized when issues occur.	Counselors; Assistant Principals; Principal	Title IV	Number of Office Referrals; Number of Team Conferences				
FSMS staff will work toward creating a positive climate for students by treating all students with dignity and respect and by visiting with them during down times such as passing periods, lunch, before and after school and extra-curricular events.	Counselors; Assistant Principals; Principal	Campus Funds	Number of Office Referrals, Number of Team Conferences, Student Surveys				

Students with outstanding grades will be recognized on A Honor Roll (Golden Paw Award) and A/B Honor Roll posters located in each team hallway.	Counselors; Assistant Principals; Principal	Campus Funds	Student Report Cards				
Students with outstanding Cub Character in various academic areas and electives will be recognized through Cub Pride Awards.	Counselors; Assistant Principals; Principal	Campus Funds	Team Nominations				
Athletic and P.E. classes will meet the needs of each student's development in the areas of proper weight training and skill for various sports, developing speed and agility.	Administrative liaison for Electives; Principal	Campus Funds	Performance-Based Assessments; Lesson Plans; Observations				
Evaluate and update skills and equipment in athletic and P.E. classes that support the program and curriculum to develop healthy individuals and prevent injuries.	Administrative liaison for Electives; Principal	Campus Funds	Lesson Plans; Observations				
FSMS coaches will collaborate with high school and middle school coaches to develop a united athletic curriculum to develop and improve the skills of athletes.	Administrative liaison for Electives; Principal	Campus Funds	Lesson Plans; Observations				
Teachers of Band, Choir, Theater Arts and Stage Production will increase participation in the programs through recruitment, retention, performance and competition.	Administrative liaison for Electives; Principal	Campus Funds	Program Participation Numbers				
Cub Dancers will engage in cross-curricular lessons in Science (nutrition, anatomy / muscles), Math (fractions and dance turns), Social Studies (history of dance) and ELA/R (journaling).	Administrative liaison for Electives; Principal	Campus Funds	Lesson Plans				
Staff will follow the FSMS Crisis Intervention Plan for fire, weather related, and lock down situations.	Counselors; Assistant Principals; Principal	Title IV, Campus Funds	Drills and practice of training procedures; Staff training				
Students will participate in Red Ribbon Week, which promotes safe and drug free schools.	Counselors; Assistant Principals; Principal	Title IV, Campus Funds	Daily activities during Red Ribbon Week				
FSMS Counselors will develop and follow a Comprehensive, Developmental Guidance and Counseling Program that will provide guidance curriculum, responsive services, individual planning and system support for our students	Counselors; Assistant Principals; Principal	Campus Funds	Increased Peer Mediation; fewer office referrals; decreased reports of bullying or harassment; increase in attendance; and improved school attitudes.				
Continue to implement the Aim For Success program for Seventh and Eighth grade students. The goal of this program is share the message of abstinence with our students.	Counselors; Assistant Principal liaison; Principal	Campus Funds	Student survey; parent attendance at Parent Information Meeting				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

**Performance Objective 2:** FSMS will ensure students are provided with opportunities for informed curriculum choices and college readiness.


**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
FSMS will provide information for parents and students on higher education opportunities including: Texas, Teach for Texas Grant, Admissions and financial aid information for higher education, and strategies for making informed curricular choices (Career Clusters and Pathways).	Counselors; Assistant Principals; Principal	Title II; Campus Funds	Conferences with Counselors				
Communities In Schools will work with students to improve academic performance, attendance and behavior. CIS will promote students staying in school, graduating and higher education.	Counselors; Assistant Principals; Principal	Secondary Allotment Funds	Summative Conference with CIS				
Art students will digitally submit semester portfolios choosing the best 10 pieces (8 pieces in 2-D and 2 in 3-D) on Midlothian ISD school server preparing students to submit work portfolios for college admittance and college course work.	Administrative liaison for Electives; Principal	Campus Funds	Lesson Plans; Observations				
High School credit speech class will create opportunities for students to work collaboratively with high school speech students through the use of technology such as Skyped Lessons and debates.	Administrative liaison for Electives; Principal	Campus Funds	Lesson Plans; Observations				
Host Fifth grade tours for feeder elementary campuses in the spring of each year. Then follow up with Cub Camp in the summer for the incoming Sixth graders.	Counselors; Assistant Principals; Principal	Campus Funds	Less anxiety for incoming Sixth grade students				
							

### Goal 3: Frank Seale Middle School will recruit, develop, and retain a highly qualified staff.

**Performance Objective 1:** FSMS provide salary, benefits, incentives and working conditions conducive to recruiting and retaining a Highly Qualified staff.

**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Teacher attendance will improve for 2009 - 2010 school year by recognizing teacher perfect attendance for each semester.	AESOP Reports	Campus Funds	Principal				
New teachers will be inducted to FSMS through the OARS mentoring program. Each new teacher will be assigned a mentor teacher and a buddy teacher.	Principal	Campus Funds	Conferences; Observations				
Attend district job fair and seek out certified personnel that believe in the MISD core beliefs	Assistant Principals; Principal	Campus Funds	Number of teachers hired from the job fair.				
New Teachers to FSMS will participate in the MISD New Teacher Academy.	Staff Mentor; Assistant Principals; Principal	Campus Funds	PDAS walk throughs and evaluations; New Teacher retention; Mentor feedback				
The campus Sunshine committee will provide teacher incentives and continued support for campus moral which may include: staff luncheons, holiday parties for the staff, staff games(Halloween Boo and Candy Cane Hunt), and various jean days.	Assistant Principals; Principal	Campus Funds	OHI, Low teacher turn over rate on campus, teacher feedback				
							

**Performance Objective 2:** FSMS will provide comprehensive, research-based professional development.


**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
FSMS will increase technology staff development opportunities using library media specialist and media trainers.	Principal	Title IID - (technology)	Staff Development Sign-In Sheets; STaR Chart Rating				
FSMS staff will complete a book study of Ruby K. Payne, Ph.D., A Framework for Understanding Poverty	Principal	Campus Funds	Staff Development Sign-In Sheet				
Staff will attend various professional development opportunities such as INOVA Training; Leadership Training for School Improvement; Pre-AP; TALA; CAMT; Math Cadre; TELPAS; Texas Bandmasters Association; MTA; GCS; TAKS trainings and Margaret Kilgo Training to enhance student success.	Assistant Principal liaison; Principal	Campus Funds	Lesson Plans; TAKS Scores				

## Goal 4: Frank Seale Middle School will provide timely, open communication and positive parental and community partnership opportunities in our schools.

**Performance Objective 1:** FSMS will raise community awareness of our district mission and vision.

### Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Teachers and other staff members will attend Community Outreach meeting at the Buffalo Hills Community Church.	Counselors; Assistant Principal; Principal	Campus Funds	Higher attendance rates at school and school sponsored events; fewer office referrals; Improved Six Weeks grades; Improved TAKS scores				
Teachers and students will participate in Educational Showcase.	Assist Principal liaisons; Principal	Campus Funds; Title II=TPTR, CLSR	Teacher feedback; Community feedback; Lesson plans				
The Student Health Advisory Council will implement activities through the CATCH program to improve the nutrition and health of students and teachers.	CATCH Committee; Assistant Principal liaison; Principal	Title IV; Campus Funds	Campus menu; Lesson plans; newsletter; campus activities such as diabetes walk.				
FSMS will provide accurate and current information on its campus website.	Assistant Principal liaison; Principal	Campus Funds	Number of people who access campus website; Parent feedback				
Media updates will be provided on the campus and district websites: Twitter updates	Assistant Principal liaison; Principal	Campus funds	Number of tweeter responses and followers				
PTO meetings will be held and used to communicate with FSMS staff and community members	Assistant Principal; Principal	Campus Funds; PTO Funds	Number of attendants at PTO meetings and various school activities				
FSMS PTO website will be updated with current information, FSMS activities, and volunteer opportunities.	Principal	Campus Funds	Number of people who access the website, parent feedback				
							

**Performance Objective 2:** FSMS will provide opportunities for stakeholders to meaningfully participate in school and/or district planning.

**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
FSMS Site-Based Decision Making Committee will meet two times a year to discuss and evaluate the Campus Improvement Plan.	Principal	Campus Funds	Meeting Sign-In Sheet; Feedback Notes				
Campus Safety Planning Committee will meet twice per year and will include a student and parent representative.	Principal	Campus Funds	Meeting Sign-In Sheet				
FSMS will encourage parents, teachers, and community members to join the FSMS PTO.	Assistant Principals; Principal	Campus Funds; PTO Funds	Number of PTO membership				


**Performance Objective 3:** FSMS will collaborate with local entities to enhance the quality of education for the students.

**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Art students will create artwork for display in the school and in the community to create awareness of the arts year round.	Administrative liaison for Electives; Principal	Campus Funds	Observation				
The FSMS Student Council will participate in several community projects such as Homecoming Parade, Links of Love, and Angle Tree	Principal	Campus Funds	Student participation in events				

**Performance Objective 4:** FSMS will increase community and parental involvement in the schools, and increase the schools' involvement in the community.

**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Parental involvement will be encouraged and utilized more efficiently at the campus.	Counselors; Assistant Principals; Principal	Campus Funds	Team Conferences; Campus Log-In Reports; Event Participation				
FSMS staff will initiate, develop, and maintain open lines of communication with parents and all students. Staff will be accessible to parents and students through conferences, email, homework on-line and phone.	Counselors; Assistant Principals; Principal	Campus Funds	Phone Log; Emails; Program Reports, Homework On-Line				
							

# State Compensatory

## Budget for Frank Seale Middle School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
199-11-6119-00-042-024000	6119 Salary Professional	\$63,798.00
199-11-6129-00-042-024000	6129 Paraprofessional	\$15,476.00
	<b>6100 Subtotal:</b>	<b>\$79,274.00</b>

## 2009-2010 Campus Planning and Decision Making Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>	<b>Signature</b>
Administrator	Natalie Dennington	Assistant Principal	
Administrator	Coy Tipton	Assistant Principal	
Administrator	Dee Arterburn	Principal	
Business Representative	Kevin Tobolka		
Classroom Teacher	Casey Milligan		
Classroom Teacher	Challey Morton		
Classroom Teacher	Gary Oswalt		
Classroom Teacher	Carol Surplus		
Classroom Teacher	Ally Chapman		
Classroom Teacher	Amy Penny-Lowe		
Classroom Teacher	Tamara Hansen		
Classroom Teacher	Pam Pruit		
Classroom Teacher	Kim Hopkins		
Classroom Teacher	Jill Schaben		
Community Representative	Rob Price		
Community Representative	Nellafay Isom		
Non-classroom Professional	Becky Shuffield	Media Specialist	
Non-classroom Professional	Kathy Wilbourn	Counselor	
Parent	Julie Phillips		
Parent	Karen Severt		

2009-2010 Campus Improvement Plan . . . . .	1
Comprehensive Needs Assessment . . . . .	3
Student Performance . . . . .	3
Staff . . . . .	5
Parent Involvement . . . . .	7
Community Involvement . . . . .	8
Programs . . . . .	9
Technology . . . . .	10
Comprehensive Needs Assessment Data Documentation . . . . .	11
Goals . . . . .	13
<b>Goal 1:</b> Frank Seale Middle School students will have increased academic success through opportunities provided by the district. . . . .	13
<b>Goal 2:</b> Frank Seale Middle School will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride. . . . .	19
<b>Goal 3:</b> Frank Seale Middle School will recruit, develop, and retain a highly qualified staff. . . . .	22
<b>Goal 4:</b> Frank Seale Middle School will provide timely, open communication and positive parental and community partnership opportunities in our schools. . . . .	24
State Compensatory . . . . .	28
Budget for Frank Seale Middle School: . . . . .	28
Personnel for Frank Seale Middle School: . . . . .	29
2009-2010 Campus Planning and Decision Making Committee . . . . .	30