

Comal Independent School District
Spring Branch Middle
2011-2012 Campus Improvement Plan

Accountability Rating: Academically Acceptable



Mission Statement

We, the learning community of Spring Branch Middle School, believe that each student is an individual with unique gifts, talents, strengths, and learning styles. We acknowledge that their futures reside in our hands, hearts, and minds. Therefore, we dedicate ourselves to the cultivation of those unique characteristics into an attitude of service, relationships of purpose, and academic excellence.

Vision

Learning for all students.

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Achievement	6
Comprehensive Needs Assessment Data Documentation	10
Goals	11
Goal 1: All Spring Branch Middle School teachers will implement the Comal ISD College and Career Readiness Curriculum (CCRC) in all core content areas in 6th grade and Science and Social Studies in 7th and 8th grade. All other core content areas and electives will implement a TEKS based curriculum for all other instructional areas.	11
Goal 2: All Spring Branch Middle School teachers will establish challenging goals for all students and provide effective feedback through timely assessments and a system of interventions.	13
Goal 3: All Spring Branch Middle School teachers will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the goals of the Comal ISD.	20
Goal 4: A safe and orderly environment will be maintained, supported, and continually improved by all Spring Branch Middle School teachers.	25
Goal 5: All Spring Branch teachers will work professionally in high performing collaborative teams whose members work interdependently to improve both teachers and student learning.	28
Goal 6: Systems, services, infrastructures and facilities planning, implementation and maintenance will support and enhance the goals of the campus and district.	31
State Compensatory	35
Budget for Spring Branch Middle :	35
Personnel for Spring Branch Middle :	36
2011-2012 Campus Advisory Committee	37
Campus Funding Summary	38

Comprehensive Needs Assessment

Demographics

Demographics Summary

Spring Branch Middle School is located in Spring Branch, Texas approximately 22 miles north of San Antonio. As a part of the fast growing Comal ISD, Spring Branch Middle School has seen an increase in student population over the past two years. The current enrollment is approximately 883 students enrolled in grades 6th, 7th and 8th. Enrollment by grades is 297 students in 6th grade, 308 in 7th grade and 278 in 8th grade. The student population of Spring Branch Middle School can be broken down into the following subpopulations, 61.2% White, 33.8% Hispanic and 5% other included African American, Native American and students of two or more races.

Among the 883 students at Spring Branch Middle School, 18.3% are economically disadvantaged, 2.7% a Limited English Proficient, 27.9% at considered at-risk, 10.6% are service by special education and 15.9% are considered gifted and talented.

Demographics Strengths

The demographic breakdown of Spring Branch Middle School can be seen as a reflection of the community we serve. Students come from a variety of backgrounds and experiences. This variety of students provides students an opportunity to gain the life skill of working with people with different backgrounds and experiences.

Demographics Needs

The demographic makeup of Spring Branch Middle School is changing in terms of the ethnic and economic background of the students and community we service. The number of non-English speaking students, Hispanic and economically disadvantaged students has increased in recent years. As these demographics change, the SBMS staff must make adjustments to how we approach and deal with the unique needs of our changing population.

Student Achievement

Student Achievement Summary

Spring Branch Middle School was awarded an Acceptable rating by the Texas Education Agency based on the TAKS results for the 2010-11 school year. This rating falls short of our goal of Exemplary. Even with this drop in rating there were several areas of improvement that can be built upon for the 2011-12 school year. The results also direct our attention to specific areas of need in math. Based on the TAKS results from 2010-11, the administrators, teachers and staff at Spring Branch Middle School are committed to addressing the areas of need, celebrating the areas of success and working toward the common goal of learning for all students.

TAKS 2011	Mathematics				Reading/ELA					
	# students	Met Ex.	Met	Difference 2011-2010	Com. Per.	# students	Met Ex.	Met	Difference 2011-2010	Com. Per.
Spring Branch Middle School	769	89.86%	92%	-2%	28.48%	770	95.71%	97%	-1%	53.25%
Economic Disadvantage (DF)	133	77.44%	86%	-9%	13.53%	133	91.73%	96%	-4%	39.1%
African American	12	75%			41.67%	12	100%			33.33%
American Indian or Alaskan Native	6	83.33%			16.67%	6	83.33%			33.33%
Asian	6	100%			16.67%	6	100%			33.33%
Hispanic/Latino	254	83.07%	88%	-5%	22.05%	255	92.94%	95%	-2%	43.92%
Two or More	14	92.86%			28.57%	14	92.86%			50%
White	477	93.71%	94%	0%	31.87%	477	97.27%	98%	-1%	59.33%
First Year of Monitoring	1	100%			100%	1	100%			100%
LEP	18	66.67%			0%	17	76.47%			11.76%
Second Year of Monitoring	9	77.78%			33.33%	9	100%			33.33%

	Writing				Science					
	# students	Met Ex. 2011	Met 2010	Difference 2011- 2010	Com. Per.	# students	Met Ex. 2011	Met 2010	Difference 2011- 2010	Com. Per.
Spring Branch Middle School	256	98.44%	98%0%		60.16%	248	95.97%	95%1%		55.24%
Economic Disadvantage (DF)	49	97.96%	93%5%		30.61%	43	90.7%	91%0%		30.23%
African American	5	100%			40%	1	100%			0%
American Indian or Alaskan Native	2	50%			50%	1	100%			0%
Asian	1	100%			100%	3	100%			33.33%
Hispanic/Latino	77	97.4%	96%1%		51.95%	79	92.41%	87%5%		34.18%
Two or More	4	100%			75%	7	100%			57.14%
White	167	99.4%	99%0%		64.07%	157	97.45%	97%0%		66.88%
First Year of Monitoring	-	-			-	-	-			-
LEP	3	100%			0%	3	100%			0%
Second Year of Monitoring	6	100%			33.33%	3	100%			0%

	Social Studies				Possible Accountability Rating need Drop out info.
	# students	Met Ex. 2011	Met 2010	Difference 2011- 2010	
Spring Branch Middle School	247	100%	99%1%		63.97% Acceptable

Economic Disadvantage (DF)	42	100%	98%2%	47.62%
African American	1	100%		0%
American Indian or Alaskan Native	1	100%		0%
Asian	3	100%		0%
Hispanic/Latino	79	100%	100%0%	48.1%
Two or More	7	100%		85.71%
White	156	100%	99%1%	73.08%
First Year of Monitoring	-	-		-
LEP	3	100%		33.33%
Second Year of Monitoring	3	100%		66.67%

Student Achievement Strengths

Based on the TAKS data from 2010-11, there are several areas in student achievement to celebrate at Spring Branch Middle School. Most notable are the Gold Performance Acknowledgements based on Commended Scores in Reading ELA, Writing, Science and Social Studies.

Social Studies met or exceeded all expectations with 100% of all students in all subpopulations meeting the passing standard and 63.9% of all students scoring in the commended range.

Science results reflected exemplary performance as all subpopulations had at least 90% of all students meeting the passing standard with a 55.3% commended performance rate. A specific area of improvement in Science was seen in the Hispanic population with a 5% improvement from last year's results.

ELA Writing and Reading results were also exemplary and all subpopulations had at least a 90% passing rate. The Commended Performance requirement in Reading were also met with 53.2% of all students scoring commended and 39.1% of the economically disadvantaged students scoring commended.

Student Achievement Needs

The 2010-11 TAKS results reflected a specific area of need in math at Spring Branch Middle School. Math scores at SBMS were down in all subpopulations

except among our white population. Specific areas of concerns are reflected in the performance of our economically disadvantaged and Hispanic students. The math department and administration will be using this data to formulate a plan to address this area of need.

Comprehensive Needs Assessment Data Documentation

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












- District goals
- Campus goals
- AEIS data - longitudinal
- AEIS data - current
- AYP data
- Professional learning communities discussions
- Campus and/or district planning and decision making committee meeting discussions
- Local benchmark or common assessments results
- Discipline records
- Staff surveys and/or feedback
- Prior year budgets/entitlements and expenditures in relation to current year funding and priorities
- Campus leadership and/or department meetings
- Campus faculty 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
- Texas Assessment of Knowledge and Skills (TAKS) results including TAKS (Accommodated), TAKS-M, and TAKS-Alt
- Linguistically Accommodated Testing (LAT) data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- Gifted population, including performance, discipline, attendance and mobility
- Career and Technical Education (CTE) population, including performance, discipline, attendance and mobility
- College Readiness Data
- Class size data
- Texas STaR Chart
- Campus committee meeting discussions

Goals

Goal 1: All Spring Branch Middle School teachers will implement the Comal ISD College and Career Readiness Curriculum (CCRC) in all core content areas in 6th grade and Science and Social Studies in 7th and 8th grade. All other core content areas and electives will implement a TEKS based curriculum for all other instructional areas.

Performance Objective 1: 100% of the core teaching staff will design lessons and utilize assessments strategies aligned to the CISD College and Career Readiness Standards, Pre-AP expectations and/or Laying the Foundations guidelines.









Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Team planning will be used to allow time for teachers to discuss curriculum as well as students in need of assistance.	Department Chairs and Teacher Teams	Team meeting agendas.				
2) Departmental meetings will be held a minimum of once a month to allow teachers time to align curriculum and develop lesson plans.	Principal, Assistant Principals and Department Chairs	Department meeting agenda will be turned into supervision Administrator.				
3) Teachers will enter all lesson plans in Eduphoria. This information will be used to analyze current scope and sequence and to insure teachers are covering required curriculum thoroughly.	Principals and Assistant Principals	All lesson plans will be entered into Eduphoria.				
4) District and Campus staff development will be used to focus on rigor and differentiated instruction.	Principal, Assistant Principals and Teachers	Staff development activities will include effective differentiated instructional strategies.				
5) Instructional faculty meetings will be held once a month. These meetings will focus on effective instructional strategies and will be lead by teacher leaders.	Principal and Teacher Leaders	Agenda will be collected and strategies discussed will be seen in classroom instruction.				
6) Quarterly departmental planning days will be held to allow teachers to analyze data, align instruction and collaborate with other teachers.	Department Chairs	Agenda will be collected.				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 1: All Spring Branch Middle School teachers will implement the Comal ISD College and Career Readiness Curriculum (CCRC) in all core content areas in 6th grade and Science and Social Studies in 7th and 8th grade. All other core content areas and electives will implement a TEKS based curriculum for all other instructional areas.

Performance Objective 2: 100% of the non-core teachers will utilize components of the CISD College and Career Readiness Standards to support and enhance the strategies being used in the core content areas.












Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Non-core teachers will analyze TEKS from core content areas to determine how these TEKS can be supported in their classroom.	Principal, Assistant Principals	Lesson plans will reflect a focus on TEKS that can be linked to core content areas objectives.				
2) Non-core teachers will incorporate higher level thinking strategies as well as differentiated learning strategies in their classroom instruction.	Principal and Assistant Principals	Lesson plans and walkthrough data.				
3) CCRC strategies will be implemented into non-core course when possible.	Principal and Assistant Principals					
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 2: All Spring Branch Middle School teachers will establish challenging goals for all students and provide effective feedback through timely assessments and a system of interventions.

Performance Objective 1: More than 75% of students at risk of failing a course(s) will be successful after timely intervention is implemented.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Academic tutoring in all core content areas will be available to students every morning from 7:45 until 8:20.	Principal, Assistant Principals and Department Chairs	Tutoring will take place each day.				
2) Students who are not being successful and not passing one or more classes will be indentified and encouraged to attend tutorials on a regular basis.	Administration and Teachers	Target student lists will be created and teachers and staff will be made aware of these students.				
3) The Wrangler Scholar Center (WSC) will extend hours of operations after school on a weekly basis to provide additional support for struggling students.	Principal and Teachers	Extended hours will be established and students will utilize this time to improve success.				
Funding Sources: Compensatory Ed. Budget - \$100000.00						
4) Identified students will be provided an adult mentor to provided additional support and encouragement.	Assistant Principal and Mentor teachers	List of students will be created and mentors will be assigned.				
5) Additional time, Focus Time, will be allotted at least once a week to allow students extra time to work with teachers and/or complete school work.						
6) The CISD Late Work Policy, as outlined in the CISD Grading Guidelines, will be uniformly implemented.						
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 2: All Spring Branch Middle School teachers will establish challenging goals for all students and provide effective feedback through timely assessments and a system of interventions.

Performance Objective 2: ELA: STAAR Reading performance goals include: All students 97%, Economically Disadvantaged 94%, Hispanic 95% meeting currently undetermined passing rate for STAAR. 100% of all 8th graders will meet passing standard on STAAR to be promoted to high school. Commended Performance goal for all students is 65% and Economically Disadvantaged 55%.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Classroom instruction will be aligned to TEKS and CISD scope and sequence.						
2) Assessment data will be analyzed and used to effectively adjust instructional practices and identify areas of strengths and areas needing improvement.						
3) Teachers will work collaboratively to adjust instructional practices based on assessment data.						
4) Students identified as Economically Disadvantaged and/or Hispanic will be identified and monitored.						
5) Read 180 will be used for general education students who have been identified as in need of assistance in ELA.						
6) Failure Free Reading and System 44 will be used for special education students who have been identified as in need of assistance in ELA.						
7) ELA STAAR success	Entire Staff	STAAR Data				
= Discontinue = No Progress = Some Progress = Considerable = Accomplished						

Goal 2: All Spring Branch Middle School teachers will establish challenging goals for all students and provide effective feedback through timely assessments and a system of interventions.

Performance Objective 3: ELA: STAAR Writing performance goals include: All students 100%, Economically Disadvantaged 100%, Hispanic 100% meeting currently undetermined passing rate for STAAR. Commended Performance goal for all students in 65%










Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Classroom instruction will be aligned to TEKS and CISD scope and sequence.						
2) Assessment data will be analyzed and used to effectively adjust instructional practices and identify areas of strengths and areas needing improvement.						
3) Teachers will work collaboratively to adjust instructional practices based on assessment data.						
4) Students identified as Economically Disadvantaged and/or Hispanic will be identified and monitored.						
5) Read 180 will be used for general education students who have been identified as in need of assistance in ELA.						
6) Failure Free Reading and System 44 will be used for special education students who have been identified as in need of assistance in ELA.						
7) Expectations for student performance on STAAR	Entire Staff	STAAR data				
= Discontinue = No Progress = Some Progress = Considerable = Accomplished						

Goal 2: All Spring Branch Middle School teachers will establish challenging goals for all students and provide effective feedback through timely assessments and a system of interventions.

Performance Objective 4: Math: STAAR performance goals include: All students 90%, Economically Disadvantaged 90%, Hispanic 90% meeting currently underdetermine passing rate for STAAR. 100% of all 8th graders will meet passing standard on STAAR to be promoted to high school. Commended Performance goal for all students 30% and Economically Disadvantaged 25%.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Classroom instruction will be aligned to TEKS and CISD scope and sequence.						
2) Assessment data will be analyzed and used to effectively adjust instructional practices and identify areas of strengths and areas needing improvement.						
3) Teachers will work collaboratively to adjust instructional practices based on assessment data.						
4) Students identified as Economically Disadvantaged and/or Hispanic will be identified and monitored.						
5) Each grade level will develop and implement a common warm-up procedure for each grade level.						
6) Common assessments based on warm-up activities will be administered every three weeks beginning with the Second Nine Weeks. Data from these assessments will be used to adjust instruction and identify students in need of extra support.						
7) A math improvement class will be provided to identified students who need extra math support.						
8) A RAMP math class will be provided to student with IEPs that indicate that the STAAR M is appropriate.						
9) Performance expectations for STAAR math	Entire staff	STAAR performance results				

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

Goal 2: All Spring Branch Middle School teachers will establish challenging goals for all students and provide effective feedback through timely assessments and a system of interventions.

Performance Objective 5: Science: STAAR performance goals include: All students 97%, Economically Disadvantaged 92%, Hispanic 94%. Commended Performance goal for all students in 60%








Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Classroom instruction will be aligned to TEKS and CISD scope and sequence.						
2) Assessment data will be analyzed and used to effectively adjust instructional practices and identify areas of strengths and areas needing improvement.						
3) Teachers will work collaboratively to adjust instructional practices based on assessment data.						
4) Students identified as Economically Disadvantaged and/or Hispanic will be identified and monitored.						
5) Labs will be developed and used to provided students hands on experience in Science.						
= Discontinue = No Progress = Some Progress = Considerable = Accomplished						

Goal 2: All Spring Branch Middle School teachers will establish challenging goals for all students and provide effective feedback through timely assessments and a system of interventions.

Performance Objective 6: Social Studies: STAAR performance goals include: All students 100%, Economically Disadvantaged 100%, Hispanic 100%. Commended Performance goal for all students in 67%.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Classroom instruction will be aligned to TEKS and CISD scope and sequence.						
2) Assessment data will be analyzed and used to effectively adjust instructional practices and identify areas of strengths and areas needing improvement.						
3) Teachers will work collaboratively to adjust instructional practices based on assessment data.						
4) Students identified as Economically Disadvantaged and/or Hispanic will be identified and monitored.						
5) The 8th Grade teachers will work collaboratively to develop and teach the "100 Facts" warm-up activities.						
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 3: All Spring Branch Middle School teachers will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the goals of the Comal ISD.

Performance Objective 1: Spring Branch Middle School teachers will attain 100% membership with PTA and teachers will attend at least one meeting per year.









Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Teachers and staff will attend Open House Dinner. During this time, teachers and staff members will pay annual dues.			✓			
2) Teachers will be encouraged to attend at least one PTA meeting per year.			✓			

Goal 3: All Spring Branch Middle School teachers will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the goals of the Comal ISD.

Performance Objective 2: 100% of SBMS teachers will develop, maintain and update a webpage and Studywiz site.









Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Teachers will attend training as needed to learn the various ways Studywiz can be used as an instructional tool.						
2) The Wrangler Word and other important documents will be posted on Studywiz to allow teachers and staff access to this information.						
3) Teacher usage will be monitored.						
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 3: All Spring Branch Middle School teachers will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the goals of the Comal ISD.

Performance Objective 3: 100% of SBMS teachers will effectively use TXgradebook as an instructional and communication tool.








Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Teachers will update student's grades at least once a week. Campus expectations have been established for teachers to update, at a minimum, by 4:00 pm each Monday.						
2) Teacher usage will be monitored by administration.						
3) All district and campus grading guidelines will be followed.						
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 3: All Spring Branch Middle School teachers will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the goals of the Comal ISD.

Performance Objective 4: 100% of SBMS teachers will contact the parents of students who are in danger of failing after the six weeks mark during each nine week period.









Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Call logs will be kept and provided to administration on an as needed basis.						
2) Failure reports will be given to administration at the end of each marking period.						
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 3: All Spring Branch Middle School teachers will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the goals of the Comal ISD.

Performance Objective 5: SBMS Administration will work to improve communication with community.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) A Campus Communication Plan will be developed and implemented.						
2) Important information will be disseminated using a variety of methods including, but not limited to the following: Wrangler News, campus webpage, PTA newsletter, Facebook, Twitter, marquee and public meetings.						
3) The Principal will host ???Chat with the Principal??? once a quarter.						
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 4: A safe and orderly environment will be maintained, supported, and continually improved by all Spring Branch Middle School teachers.

Performance Objective 1: Teachers will be involved in the daily discipline management of all students.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Teachers will implement Campus Discipline Ladder procedures.						
2) Teams will meet to discuss behaviors issues of students.						
3) Teachers will work with parents and administration to effectively manage student behavior.						
= Discontinue = No Progress = Some Progress = Considerable = Accomplished						

Goal 4: A safe and orderly environment will be maintained, supported, and continually improved by all Spring Branch Middle School teachers.

Performance Objective 2: Administrators and Counselors will continue to develop and improve the anti-bullying program on campus.









Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Counselors will visit with individual classes to discuss the topic of bullying.						
2) Administrators will visit with individual classes to discuss the topic of bullying.						
3) SBMS Bully Hotline (830-885-8888) will be available to all students.						
4) All incidents of bullying will be addressed in a timely manner.						
5) Issues relating to bullying will be addressed in Team Leadership.						
= Discontinue = No Progress = Some Progress = Considerable = Accomplished						

Goal 4: A safe and orderly environment will be maintained, supported, and continually improved by all Spring Branch Middle School teachers.

Performance Objective 3: Crisis drills will be conducted periodically throughout the school year to ensure a safe school environment.








Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Fire drills will be conducted once a month.						
2) Lock down procedures will be discussed with faculty and students. Drills will be held annually.						
3) Campus Safety Plan will be discussed with staff annually.						
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 5: All Spring Branch teachers will work professionally in high performing collaborative teams whose members work interdependently to improve both teachers and student learning.

Performance Objective 1: Teachers will work with administrators and staff to create a shared mission and vision statement.








Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Staff development time will be used to focus on the Mission/Vision statement of SBMS.						
2) The Mission/Vision statement will be reviewed and revised if needed.						
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 5: All Spring Branch teachers will work professionally in high performing collaborative teams whose members work interdependently to improve both teachers and student learning.

Performance Objective 2: The staff at Spring Branch Middle School will continue to explore the elements and strategies associated within a Professional Learning Community.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) The weekly Wrangler Word will be used to communicate the elements and practices of an effective Professional Learning Community.						
2) Book studies analyzing the work of Professional Learning Communities will be made available to teachers and staff.						
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 5: All Spring Branch teachers will work professionally in high performing collaborative teams whose members work interdependently to improve both teachers and student learning.

Performance Objective 3: Staff development opportunities will be provided throughout the school year to help teachers grow professionally.









Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Effective and appropriate professional development activities will be provided during the beginning of the school year.						
2) A monthly faculty meeting will be dedicated to the professional growth of the teachers and staff of SBMS.						
3) Teachers will complete six hours of training, to fulfill the requirements of CISD.						
4) Teachers will be encouraged to participate in professional development activities via The Cube and video conferencing.						
5) Department meeting will focus on instructional growth.						
= Discontinue = No Progress = Some Progress = Considerable = Accomplished						

Goal 6: Systems, services, infrastructures and facilities planning, implementation and maintenance will support and enhance the goals of the campus and district.

Performance Objective 1: During the 2011-12 school year, the campus administrative team will provide effective communication with maintenance and operations to maintain and enhance the campus educational and operational structures.








Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) All work orders will be submitted in a timely manner.						
2) Campus administration will work collaboratively with CISD personnel to address facility needs and maintenance.						
3) Campus administration will communicate the expectation that students and staff must take pride in facilities and work to maintain a clean environment.						
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 6: Systems, services, infrastructures and facilities planning, implementation and maintenance will support and enhance the goals of the campus and district.

Performance Objective 2: Administration will continue to effectively budget in an effort to equip teachers with the proper tools to be effective in the classroom.








Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Budget practices will be aligned with CISD expectations.						
2) Department Chairs and the Administrative team will be able to provide input in budget related topics.						
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 6: Systems, services, infrastructures and facilities planning, implementation and maintenance will support and enhance the goals of the campus and district.

Performance Objective 3: Administration will continue to hire 100% highly qualified staff.








Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Only highly qualified applicants will be considered for employment when openings become available.						
2) The certification status of current staff will be monitored.						
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 6: Systems, services, infrastructures and facilities planning, implementation and maintenance will support and enhance the goals of the campus and district.

Performance Objective 4: Spring Branch Middle School will continue to work within the guidelines provided by Comal ISD to maintain a positive and well maintained learning environment.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Daily maintenance will be the main focus for custodial personnel.						
2) Students and staff will be asked to take pride in campus and help to maintain a neat and clean school.						
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

State Compensatory

Budget for Spring Branch Middle :

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
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Personnel for Spring Branch Middle :

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
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2011-2012 Campus Advisory Committee

Committee Role	Name	Position	Signature
Business Representative	Rob Hurst	Business member	
Classroom Teacher	Jeannie Reed	Band teacher	
Classroom Teacher	Margot Conner	EA teacher	
Classroom Teacher	Lynda Senn	ELA Teacher	
Community Representative	Lee Romain	Community Member	
Non-classroom Professional	Cindy Hurst	Counselor	
Non-classroom Professional	Jody Rathburn	Assistant Principal	
Non-classroom Professional	Melodye Revell	Librarian	
Non-classroom Professional	Chris Smith	Principal	
Non-classroom Professional	Bobby Watson	Assistant Principal	
Non-classroom Professional	Nancy Williams	Counselor	
Paraprofessional	Lana Hughs	Instructional Support	
Parent	Mark Bravi	1st term parent	
Parent	Maria Klaus	PTA/1st term parent	
Parent	Penelope Martinez	1st term parent	
Parent	Karen Wesp	2nd term parent	

Campus Funding Summary

Compensatory Ed. Budget					
Goal	Objective	Strategy	Summary	Account Code	Amount
2	1	3			\$100,000
Sub-Total					\$100,000
Grand Total					\$100,000