

El Paso Independent School District
Magoffin Middle School
2019-2020 Campus Improvement Plan



Mission Statement

At Magoffin Middle School, education is a shared responsibility that provides a safe and respectful environment which empowers all students.

Vision

Through Education We Equip and Empower.

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Comprehensive Needs Assessment

Revised/Approved: September 25, 2019

Needs Assessment Overview

Will look to improve on closing the gaps, our lowest section in Domain III.

Work with sub pops during RTI.

Use Wednesday PLC for data talks and working to individualize for each student.

Demographics

Demographics Summary

705 enrollment

500 ED

486 At risk

362 LEP

125 SPED

93% HSP

2% AA

3.5 White

Demographics Strengths

Closing gaps recieved 73 C

SPED Math target met Y 23%

LEP ELA growth target met Y 64%

Problem Statements Identifying Demographics Needs

Problem Statement 1: Demographics are stable in 93% HSP. **Root Cause:** Mobility not a factor.

Student Academic Achievement

Student Academic Achievement Summary

2019

Overall rating met standard 79, earning one distinction

2018

Overall rating Met Standard 78, Student Ach 69, School Progress 80, Closing the Gaps 73.

Algebra scored first in mock secondary, science scored first in 2nd mock

Math SSI 73%

Rdg SSI 64%

6th and 7th gr math ranked low in 3 mock

Student Academic Achievement Strengths

Distinction in Academic growth overall 79-C

sub pops

GT 83

His 55

ED 53

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Increase math to include algebra and reading scores school wide by 3% **Root Cause:** Monitoring and coaching feedback needs better

implementation.

Problem Statement 2: Edgenuity not liked by students. **Root Cause:** Students not responsive to program. Boring and unengaging was a word used often.

Problem Statement 3: Active learning strategies need to be monitored. **Root Cause:** Admin feedback and professional development to be added.

School Processes & Programs

School Processes & Programs Summary

System created in Schoology for all teachers to reference processes. Student Pack rules, Teacher pack rules, Student pack rules ie. tardies, PBIS, what's fun five.

Boys and Girls Club joined Magoffin 3-6 pm, Monday -Friday.

Interview committees for all new hires.

New teacher academy to begin to ensure new teachers don't fall through cracks

Monthly faculty meetings

PLC data talks on Wednesday

School Processes & Programs Strengths

Boys and Girls Club joined Magoffin 3-6 pm, Monday -Friday.

PLC data talks on Wednesday

System created in Schoology for all teachers to reference processes. Student Pack rules, Teacher pack rules, Student pack rules ie. tardies, PBIS, what's fun five.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Students need challenges. **Root Cause:** Need to look into programs available such as New Tech or STEAM.

Problem Statement 2: Students need challenges. **Root Cause:** Provide staff development on blended learning to enhance the classroom.

Perceptions

Perceptions Summary

One of the challenges in parent involvement and structures on campus.

Parents come for parent teacher conference but little follow up with teachers throughout the year. Making students come to tutoring.

Developing processes on Schoology and using data on Wednesday.

Perceptions Strengths

Our students rise to the occasion. In science, teachers expectations are high and students are meeting the challenge. Our students can perform

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Students in ED 93% setting have difficulty. **Root Cause:** School needs provide opportunity to parents to support school at home.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results

Student Data: Student Groups

- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, and gender data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

Employee Data

- Professional learning communities (PLC) data
- Campus leadership data

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Budgets/entitlements and expenditures data

Goals

Goal 1: Active Learning

El Paso ISD will ensure that our community has a successful, vibrant, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.


Directly Supports: Board Goals 1-3

Performance Objective 1: Curriculum and Instruction - Magoffin MS will have 70 percent of students reach "Approaches" on the STAAR test on all grade levels and subpopulations by the end of the school year.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Provide timely and meaningful feedback to teachers via formal observations and walkthroughs.	2.5	Principal and Assistant Principals	Increased student outcomes				
2) Hold weekly PLCs to analyze data, share lesson ideas, analyze student products	2.4, 2.5, 2.6	Principal, Assistant Principals, Department Head, Active Learning Leader	Increase student outcomes via professional collaboration of all stakeholders				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
3) Create targeted intervention plans and conduct all contents academic symposiums to include all subpopulations	2.4	Principal, Assistant Principals, Department Head, Active Learning Leader	Increase student success by increasing the number of students meeting approaches, meets and masters				
							

Goal 1: Active Learning

El Paso ISD will ensure that our community has a successful, vibrant, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.


Directly Supports:
Board Goals 1-3

Performance Objective 2: Attendance - Magoffin will increase attendance from 95 percent to 96.5 percent by the end of the school year.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Utilize incentives to encourage student attendance. Focus on subpopulations.	2.5	Assistant principal, teachers, attendance clerk	Increase student attendance percentage and improve learning outcomes				
2) Contact parents of students with attendance problems. Work with counselors, Alpha Initiative contact and teachers to help solve attendance problem. Paying special focus on subpopulations.	2.5	Assistant principal, counselors and Alpha Initiative contact	Improve student attendance in order for learning to occur				



100% = Accomplished → = Continue/Modify 0% = No Progress X = Discontinue

Goal 1: Active Learning

El Paso ISD will ensure that our community has a successful, vibrant, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.


Directly Supports:
Board Goals 1-3


Performance Objective 3: Special Education - Will have 55 percent of our student in special education reach approaches on the STAAR test by the end of the school year.


Evaluation Data Source(s) 3:


Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Student progress will be evaluated after benchmarks. Data will be analyzed during PLC by all stakeholders.	2.4, 2.6	Principal, Assistant Principal, Special Education Coach, Teachers	Increase student outcome on state assessment				
2) Provide special education teachers timely and meaningful feedback to teachers via formal observations and walkthroughs.	2.5	Principal and Assistant Principals	Increased student outcomes				

 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

Goal 1: Active Learning

El Paso ISD will ensure that our community has a successful, vibrant, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.


Directly Supports:
Board Goals 1-3

Performance Objective 4: Dual Language/Bilingual Education/ESL - We will have 65 percent of ESL students reach approaches on the STAAR test.


Evaluation Data Source(s) 4:

Summative Evaluation 4:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Student progress will be evaluated after benchmarks. Data will be analyzed during PLC by all stakeholders.	2.4, 2.6	Principal, Assistant Principal, Teachers	Increase student outcome on state assessment				
2) Provide ESL teachers timely and meaningful feedback to teachers via formal observations and walkthroughs.	2.5	Principal and Assistant Principals	Increased student outcomes				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 1: Active Learning

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Directly Supports:
Board Goals 1-3

Performance Objective 5: Migrant Student - We will have 60 percent of our migrant students reach approaches on all STAAR test.


Evaluation Data Source(s) 5:

Summative Evaluation 5:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Student progress will be evaluated after benchmarks. Data will be analyzed during PLC by all stakeholders.	2.4, 2.6	Principal, Assistant Principal, Teachers	Increase student outcome on state assessment				
2) Provide teachers timely and meaningful feedback to teachers via formal observations and walkthroughs.	2.5	Principal and Assistant Principals	Increased student outcomes				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 1: Active Learning

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Directly Supports:
Board Goals 1-3

Performance Objective 6: Gifted and Talented - We will have 80 percent of our students in GT reach meets on all STAAR tests.


Evaluation Data Source(s) 6:

Summative Evaluation 6:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Student progress will be evaluated after benchmarks. Data will be analyzed during PLC by all stakeholders.	2.4, 2.6	Principal, Assistant Principal, Teachers	Increase student outcome on state assessment				
2) Provide PreAp teachers timely and meaningful feedback to teachers via formal observations and walkthroughs.	2.5	Principal and Assistant Principals	Increased student outcomes				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 1: Active Learning

El Paso ISD will ensure that our community has a successful, vibrant, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.


Directly Supports:
Board Goals 1-3

Performance Objective 7: At-Risk Student Support - We will have 75 percent of our At-Risk students reach approaches on all STAAR tests.


Evaluation Data Source(s) 7:

Summative Evaluation 7:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Student progress will be evaluated after benchmarks. Data will be analyzed during PLC by all stakeholders.	2.4, 2.6	Principal, Assistant Principals, Teachers	Increase student outcome on state assessment				
2) Provide teachers timely and meaningful feedback via formal observations and walkthroughs.	2.5	Principal and Assistant Principals	Increase student outcomes, improve "first" teach				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 2: Great Community Schools


El Paso ISD will ensure that our students and community are served by effective employees in safe and supportive learning environments.

Performance Objective 1: Employee Retention and Recruitment - Magoffin Leadership will recruit outstanding individuals are available.


Evaluation Data Source(s) 1:

Summative Evaluation 1:

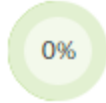
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Hire and retain teachers in core subjects in order to provide a high quality education for our students.	2.5	Principal	Increase student academic success				
2) All teachers and staff will participate in wellness activities such as Wellness Wednesday workout, healthy eating habits tips, Water Wednesday, etc.	2.5	Wellness Coordinator	Increase healthy habits in our				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 2: Great Community Schools

El Paso ISD will ensure that our students and community are served by effective employees in safe and supportive learning environments.


Performance Objective 2: Professional Development - Magoffin MS will increase staff development by 10%

Strategies must reflect campus professional development plan.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Teachers will attend PD at Region 19 and share practices during PLCs.	2.5	Principal, Assistant Principals, Active Learning Leader	Increase student success in the classroom				
2) Provide substitutes for teachers in all content areas to attend professional development.	2.5	Principal	Increase student success of all student populations in the classroom.				
3) Continue to follow-up and support for Fundamental Five and ALF.	2.5	Principal, Assistant Principal	Increase student outcomes				



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Goal 2: Great Community Schools


El Paso ISD will ensure that our students and community are served by effective employees in safe and supportive learning environments.

Performance Objective 3: Discipline/PBIS/SEL/School Culture - Magoffin MS will decrease insubordination incidents by 5 percent by the end of sem 1. Review progress January.


Evaluation Data Source(s) 3: Discipline reports
Tableau

Summative Evaluation 3:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Maintain PBIS/SEL team and meet regularly to address discipline issues	2.5	PBIS/SEL team	Increase positive school culture				
2) Utilize counselors' presentations to train students on bullying/sexual abuse/self-harm	2.6	PBIS/SEL team	Decrease in student outcries				
3) Utilize Focus on Families social worker to address the social services and mental health needs of our families	2.6	Social Worker	Increase parent assistance				
4) Provide students tangible incentive such as field trips, awards, etc.	2.5	PBIS/SEL team	Increased student success and improvement in school climate and morale				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 3: Lead with Character and Ethics

El Paso ISD will demonstrate fiscal and ethical responsibility as well as a deep commitment to service and support in all district operations.

Performance Objective 1: Budget Management - Magoffin will spend 85 percent of SCE/Title I funds by January 2019.

Strategies should describe the campus budget management framework/process for ensuring that resources are distributed in a timely and equitable manner.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Purchase general supplies for the library	2.4	Librarian	Increase book inventory				
	Funding Sources: 211 ESEA Title I (Campus) - 1000.00						
2) Purchase Reading materials for all content areas	2.4	Principal	Increase reading STAAR result by improving reading stamina				
	Funding Sources: 211 ESEA Title I (Campus) - 3000.00						
3) Purchase instructional materials and school general supplies	2.6	Principal	Increase student outcome				
	Funding Sources: 211 ESEA Title I (Campus) - 4857.00, 185 SCE (Campus) - 619.00						
4) Purchase technology equipment such as laptops and/or desktops to replace obsolete computers in our computer labs	2.4	Principal	Increase student outcomes				
	Funding Sources: 211 ESEA Title I (Campus) - 19062.00						
5) Purchase substitute teachers to support PD and campus initiatives	2.4	Principal	Increase student outcome				
	Funding Sources: 211 ESEA Title I (Campus) - 6000.00, 185 SCE (Campus) - 7300.00						
6) Purchase teachers for class reduction	2.4	Princial	Increase student outcome				
	Funding Sources: 211 ESEA Title I (Campus) - 0.00, 185 SCE (Campus) - 0.00						
7) Purchase Focus on Families social worker to increase support for our families.	3.1, 3.2	Principal	Increase support for our families to make a positive outcome on our students				
	Funding Sources: 185 SCE (Campus) - 0.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
8) Provide tutoring to struggling students in order to improve student learning and provide pay for teacher coverage as needed	2.4	Principal	Increase student outcomes				
	Funding Sources: 211 ESEA Title I (Campus) - 4000.00						

Goal 4: Community Partnerships


El Paso ISD will maintain positive and productive partnerships with parents and state and community organizations to facilitate the success of all students.

Performance Objective 1: Family Engagement- Magoffin MS will increase parental and community involvement by 3 percent in the coming year.

Strategies should reflect campus family and community engagement process/framework/activities

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Principal will invite parents to monthly Coffee with the Principal in which we share initiatives, celebrations and pertinent information.	3.1, 3.2	Principal, Assistant Principal, Parental Engagement Leader	Increase parental involvement and partnerships				
Funding Sources: 211 ESEA Title I (Campus) - 600.00							
2) Continue partnership with Con Mi Madre in order to improve mother/daughter relationships	3.1, 3.2	Counselors	Improve student and parent relationships				
3) Continue providing ESL/Computer Literacy classes for our parents	3.1, 3.2	Parent Engagement Leader	Create stronger community relationships				
							

Campus Needs Assessment Team

Committee Role	Name	Position
Classroom Teacher	Federico Bravo	Teacher/CIT Facilitator
Administrator	Brent Schlinke	Assistant Principal
Administrator	Yvonne Portillo	Principal
Classroom Teacher	Teresa Lopez	Teacher/CIT Member
Classroom Teacher	Stephanie Flores	Teacher/CIT Member
Classroom Teacher	Saadia Melonson	Keyboarding teacher
District-level Professional	Sherit a Martin	TIS
Administrator	Randy Elsworth	AP
Classroom Teacher	Daniel Gregorcyk	teacher