

# **Crosby Middle School**



## **Campus Improvement Plan**

**2016 - 2017**

## **Texas Public Education Mission Statement**

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

## **Texas Public Education Goals**

The students in the public education system will demonstrate exemplary performance in:

- reading and writing of the English language
- understanding of mathematics
- understanding of science
- understanding of social studies

## **Texas Public Education Objectives**

1. Parents will be full partners with educators in the education of their child.
2. Students will be encouraged and challenged to meet their full educational potential.
3. Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
4. A well-balanced and appropriate curriculum will be provided to all students.
5. Qualified and highly effective personnel will be recruited, developed, and retained.
6. The state's students will demonstrate exemplary performance in the comparison to national and international standards.
7. School campuses will maintain a safe and disciplined environment conducive to student learning.
8. Educators will keep abreast of the development of creative and innovative techniques to improve student learning.
9. Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

## **Hitchcock I.S.D. Mission Statement**

The mission of the Hitchcock Independent School District is to produce contributing citizens prepared for lifelong learning, believing in our country, themselves, and their fellow man in our ever-changing world by providing a personalized, yet diversified, quality education through varied learning experiences with pride, participation, and performance in partnership with our community.

### **Statement of Beliefs**

We believe that:

- Each student deserves access to a world-class education.
- Education is a joint partnership between family, school, and community.
- Relationships are the foundation for meaningful teaching and learning.
  - Learning can occur any time, any place, and at any pace.
- Providing diverse learning opportunities promotes individual success.
  - Excellence is worth the effort.
  - High expectations drive performance.
  - Diversity strengthens our community.
- The measure of success of any community is the success of its children.
  - Communication with all stakeholders develops unity.
  - Every person is responsible to be a continuous lifelong learner.
    - Innovation requires a commitment to bold ideas.

## **2016 - 2017 District Goals**

- Goal 1: Make academic achievement and student performance the primary priority of Hitchcock ISD.**
- Goal 2: Recruit and retain high quality personnel reflective of and responsive to the district's diverse community.**
- Goal 3: Maintain a safe and disciplined environment conducive to learning.**
- Goal 4: Maximize fiscal responsibility to provide for operational effectiveness and facility maintenance.**
- Goal 5: Actively promote a sense of community and shared direction.**
- Goal 6: Maintain facilities in a manner that promotes learning.**

We, the Site-Based Decision Making team and the campus leadership team, have collaborated in formulating the parameters of the Crosby Middle School Campus Action Plan. Names signify endorsement of the annual campus goals and objectives.

<b>Campus Representative</b>	<b>Name</b>	<b>Years of Service on Team</b>
Principal	Patrick Faour	Ongoing
Assistant Principal	Monique Egana	Ongoing
Counselor	Tommetria Womack	Ongoing
8 <sup>th</sup> Grade Teacher	Constance Bares	2
8 <sup>th</sup> Grade Teacher	Eric VonBergen	1
7 <sup>th</sup> Grade Teacher	LaTonya Burby	1
7 <sup>th</sup> Grade Teacher	Clarence Mitchell	1
6 <sup>th</sup> Grade Teacher	Jason Gardner	1
Special Programs	Ericka Ross	1
District Advisory Council	Tommetria Womack	1
	Eric VonBergen	1
	Angelique Martin-Smith	1
Parent, Community, and Business Representatives	John Paul Faour	1

**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

**DISTRICT GOAL1: Make academic achievement and student performance the primary priority of Hitchcock ISD.**

**Objective 1:** Hitchcock ISD attendance rate will be at least the state average or higher.  
**Objective 2:** Hitchcock ISD will meet or exceed the state standards in academic performance by campuses, sub populations and individual students for the 2017-2016 school year.  
**Objective 3:** Hitchcock ISD will increase the Career and Technical Education enrollment by 5 % for the purpose of gaining workforce readiness.  
**Objective 4:** Hitchcock ISD will prepare students to think critically and become highly successful in their area of choice.  
**Objective 5:** Hitchcock ISD will provide a foundation in reading, math, and writing for all students.  
**Objective 6:** Hitchcock ISD will create an academic culture that promotes competition, rigor, and relevance equipping students with the skills needed to compete in the 21<sup>st</sup> century marketplace.

**Campus Principal: Patrick Faour**  
  
**Superintendent: Carla Vickroy**

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING SOURCE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/ EVALUATION	SUMMATIVE REVIEW (Make note of progress)
•					•	
• Conduct attendance review meetings each six weeks to monitor student attendance and to identify appropriate actions to be taken for students with high numbers of absences/tardies.	Principal, Assistant Principal, Counselor, Attendance clerk & Teachers		September 2016-May 2017	Human	<ul style="list-style-type: none"> <li>Attendance rate will increase to 96%.</li> <li>Student retention rates will decrease.</li> <li>State assessment scores will show greater student achievement.</li> </ul>	
• Offer before and after school tutorials for students at-risk of retention or failing state assessments.	Principal, & Assistant Principal	Title I Part A Title III	August 2016-June 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>Attendance rate will increase to 96%.</li> <li>Student retention rates will decrease.</li> <li>State assessment</li> </ul>	

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					scores will show greater student achievement.	
<ul style="list-style-type: none"> <li>Provide training to all classroom and special programs teachers in the appropriate analysis of and educational decision-making based upon disaggregated data from STAAR practice Tests, Benchmark Tests, and other assessment results.</li> </ul>	Teachers, Principal, & Assistant Principal	Title I Part A Title II Part D	August 2016- May 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>STAAR and campus assessment scores will indicate improvement for all student groups.</li> </ul>	
<ul style="list-style-type: none"> <li>Design, implement, and monitor an individual remediation plan for every student who did not achieve mastery on benchmarks or STAAR simulated exams.</li> </ul>	Principal, & Assistant Principal	Title I Part A Title II Part D SCE	August 2016- May 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>STAAR and campus assessment scores will indicate improvement for all student groups.</li> <li>Remediation Plans</li> </ul>	
<ul style="list-style-type: none"> <li>Provide on-going, school-wide professional development in inclusive school practices, including but not limited to differentiated instruction, and Kagan strategies.</li> </ul>	Principal, Assistant Principal,	Title I Part A Title II Part D Title III	August 2016- May 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>STAAR and campus assessment scores will indicate improvement for all student groups.</li> <li>Agenda &amp; Sign-in Sheets</li> </ul>	
<ul style="list-style-type: none"> <li>Conduct Response to Intervention (RTI) meetings, to include documentation of students in need of assistance in reading, writing, and/or math, specific strategies to provide assistance to achieve mastery, and documentation of strategies</li> </ul>	Teachers, Principal, Assistant Principal & Grade Level Chairs		August 2016- May 2017	Human	<ul style="list-style-type: none"> <li>STAAR and campus assessment scores will indicate improvement for all student groups.</li> <li>Agenda &amp; Sign-in Sheets</li> </ul>	

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<ul style="list-style-type: none"> <li>Utilize technology to provide for all students instruction, review, enrichment and extension activities in reading, math, and writing at all grade levels (Compass, Eduphoria, TEKS resource system, STAAR math.).</li> </ul>	All instructional staff, & librarian	Title I Part A Title II Part D IMA	August 2016- June 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>STAAR and campus assessment scores will indicate improvement for all student groups.</li> </ul>	
<ul style="list-style-type: none"> <li>Integrating technology in the classroom by utilizing web programs, Mobi Boards, SMART boards, tablets, laptops, and any other device available.</li> </ul>	All instructional staff	Title I Part A Title II Part D SCE, IMA	Sept. 2016 – May 2017	Tablets Mobis Laptops, etc.	<ul style="list-style-type: none"> <li>STAAR and campus assessment scores will indicate improvement for all student groups.</li> </ul>	
<ul style="list-style-type: none"> <li>Provide additional technology to the campus (SMART/Promethean Boards, Mobile Carts, ELMO's, Calculators, tablets, etc.) in order to provide students and teachers more instructional resources.</li> </ul>	Principal	Title I Part A Title II Part D SCE, IMA	August 2016- June 2017	Fiscal	<ul style="list-style-type: none"> <li>STAAR and campus assessment scores will indicate improvement for all student groups</li> </ul>	
<ul style="list-style-type: none"> <li>Provide instructional Consultants to assist teachers with instructional strategies using coaching and modeling techniques.</li> </ul>	Principal	Title I Part A	August 2016 – April 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>STAAR and campus assessment scores will indicate improvement for all student groups.</li> </ul>	
<ul style="list-style-type: none"> <li>Analyze achievement of students through meeting each 6 weeks to review academic progress of each student so that 100% of G/T receives "Level III Advanced" on state assessments.</li> </ul>	Grade Level chairs, Teachers, GT Teachers, Principal, & Assistant Principal	199	August 2016- May 2017	Human	<ul style="list-style-type: none"> <li>STAAR and campus assessment scores will indicate improvement for all student groups.</li> <li>Agenda &amp; Sign-in Sheets</li> </ul>	
<ul style="list-style-type: none"> <li>Meet the needs of identified students in an inclusion and/or specialized services setting by implementing appropriate accommodations and modifications as determined by the ARD Committee.</li> </ul>	All instructional staff, Principal & Assistant Principal	Title I Part A	August 2016 – May 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>STAAR and campus assessment scores will indicate improvement for all student groups.</li> </ul>	

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<ul style="list-style-type: none"> <li>Provide timely, meaningful professional development to staff, when needed, to assist them in meeting student needs and HQ maintenance.</li> </ul>	Instructional staff, Principal, & Assistant Principal	Title I Part A Title II Part D SCE	August 2016 – May 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>Attendance rate will increase to 96%.</li> <li>STAAR and campus assessment scores will indicate improvement for all student groups.</li> </ul>
<ul style="list-style-type: none"> <li>Sponsor Career Day events to provide opportunities for students to learn about various careers. Have students dress as member of future workforce for Career Day.</li> </ul>	Counselor	Title I Part A	Oct 2016 & May 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>Agenda / Program &amp; Sign-in Sheets</li> </ul>
<ul style="list-style-type: none"> <li>Staff professional development activities which include the TEA ELPS Instructional Tool and the Linguistic Instructional Alignment Guide</li> </ul>	Administrators ESL Teachers	Title III	August 2016- June 2017	Professional Development	<ul style="list-style-type: none"> <li>Report cards</li> <li>TELPAS Scores</li> <li>AMAOs Report</li> </ul>
<ul style="list-style-type: none"> <li>Meet needs of GT students through in school, after school, and summer enrichment programs.</li> </ul>	All instructional staff, Principal, & Assistant Principal	199	August 2016- May 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>STAAR and campus assessment scores will indicate improvement for all student groups.</li> <li>Summer GT Projects</li> </ul>
<ul style="list-style-type: none"> <li>Participate in College of the Mainland's "I love STEM" Girls conference for 7<sup>th</sup> and 8<sup>th</sup> grade students.</li> </ul>	Principal, Assistant Principal Counselor	199	October 2016	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>Sign in sheet</li> </ul>
<ul style="list-style-type: none"> <li>Participate in Depelchin's Too Good for Drugs program (TGFD) is a school-based drug and alcohol prevention program.</li> </ul>	Principal Assistant Principal Counselor Health Teachers	199	Sept. 2016 – May 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>Class attendance rosters</li> </ul>

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<ul style="list-style-type: none"> <li>• Provide training to staff to better serve the needs of its ESL students including, but not limited to TELPAS, ELPS, and instructional strategies.</li> </ul>	Principal, Assistant Principal District Coordinator	Title III	August 2016- June 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>• Report cards</li> <li>• TELPAS Scores</li> <li>• STAAR results</li> <li>• Sign-in sheets</li> </ul>	
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
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**DISTRICT GOAL 2: Recruit and retain high quality personnel reflective of and responsive to the district's diverse community.**

**OBJECTIVE 1:** Hitchcock ISD will increase faculty and staff job satisfaction.  
**OBJECTIVE 2:** Hitchcock ISD will reduce faculty turnover by 8%.

**Campus Principal: Patrick Faour**  
**Superintendent: Carla Vickroy**

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
<ul style="list-style-type: none"> <li>Recognize staff members' birthdays and special life events at faculty meetings.</li> </ul>	Principal	199	August 2016 – May 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>Staff Attendance rate will increase 10%.</li> </ul>	
<ul style="list-style-type: none"> <li>Share positive events and learning from professional development sessions at each faculty meeting.</li> </ul>	Instructional staff, Principal, & Assistant Principal		August 2016 – May 2017	Human	<ul style="list-style-type: none"> <li>Staff Attendance rate will increase 10%.</li> </ul>	
<ul style="list-style-type: none"> <li>Conduct an annual staff survey to determine staff perceptions of district and leadership team so that staff needs may be better met.</li> </ul>	Principal		Jan. 2017	Human	<ul style="list-style-type: none"> <li>Staff Survey</li> </ul>	
<ul style="list-style-type: none"> <li>Conduct vertical and horizontal team meetings so that teachers may plan together as professional learning communities.</li> </ul>	Curriculum Director & Principal		August 2016- May 2017	Human	<ul style="list-style-type: none"> <li>Agenda &amp; Sign-in Sheets</li> </ul>	
<ul style="list-style-type: none"> <li></li> </ul>					<ul style="list-style-type: none"> <li></li> </ul>	

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**DISTRICT GOAL 3: Maintain a safe and disciplined environment conducive to learning.**

**OBJECTIVE 1:** Hitchcock ISD will encourage students to participate in either a co-curricular and/or extra-curricular activity.  
**OBJECTIVE 2:** Hitchcock ISD will develop a very powerful anti-bullying program and anti-bullying awareness campaign at all Hitchcock ISD campuses.  
**OBJECTIVE 3:** Hitchcock ISD will form/retain peer mediation groups.  
**OBJECTIVE 4:** Hitchcock ISD extracurricular programs will be designed to develop discipline, character, leadership, integrity and a winning attitude in all students.

**Campus Principal: Patrick Faour**

**Superintendent: Carla Vickroy**

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
<ul style="list-style-type: none"> <li>Continue school-wide Red Ribbon Week, with counselor providing classroom activities that promote alcohol and drug-free awareness.</li> </ul>	Teachers, Principal, Assistant Principal, & Counselor	199	October 2016	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>Red Ribbon Week Activities</li> <li>Decrease in drug/alcohol related incidents</li> </ul>	
<ul style="list-style-type: none"> <li>Implement components of Anti-Bullying activities to establish a caring community and to reinforce positive student actions.</li> </ul>	Teachers, Principal, Assistant Principal, & Counselor	199	September 2016 -May 2017	Human, Material - BEST Program	<ul style="list-style-type: none"> <li>Attendance rate will increase to 96%.</li> <li>Decrease in reports of bullying</li> <li>State assessment scores will show greater student achievement.</li> </ul>	

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<ul style="list-style-type: none"> <li>• Create after school clubs for student enrichment programs.</li> </ul>	<p>Teachers, Principal, Assistant Principal, &amp; Counselor</p>	<p>Title I Part A</p>	<p>August 2016- June 2017</p>	<p>Human, Material, Fiscal</p>	<ul style="list-style-type: none"> <li>• Student sign-in sheets</li> <li>• Attendance rate will increase to 96%.</li> <li>• Student retention rates will decrease.</li> <li>• State assessment scores will show greater student achievement.</li> </ul>	
<ul style="list-style-type: none"> <li>• Provide opportunities for group and individual counseling to address personal, family, and/or school-related issues.</li> </ul>	<p>Principal, Assistant Principal, &amp; Counselor</p>		<p>August 2016- May 2017</p>	<p>Human</p>	<ul style="list-style-type: none"> <li>• Attendance rate will increase to 96%.</li> <li>• Student retention rates will decrease.</li> <li>• State assessment scores will show greater student achievement.</li> </ul>	
<ul style="list-style-type: none"> <li>•</li> </ul>					<ul style="list-style-type: none"> <li>•</li> </ul>	

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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
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**DISTRICT GOAL 4: Maximize fiscal responsibility to provide for operational effectiveness and facility maintenance.**

- OBJECTIVE 1:** Hitchcock ISD will strive to maintain platinum star rating.  
**OBJECTIVE 2:** Hitchcock ISD will cross-train office staff to maintain continuity and flow.  
**OBJECTIVE 3:** Hitchcock ISD will seek innovative avenues to increase funding revenue.  
**OBJECTIVE 4:** Hitchcock ISD will fully implement and maintain an automative maintenance scheduling program.  
**OBJECTIVE 5:** Hitchcock ISD will maintain financial solvency and fund balance.  
**OBJECTIVE 6:** Hitchcock ISD will ensure ample resources are allocated to personnel, student programs and curriculum.  
**OBJECTIVE 7:** Hitchcock ISD will utilize tax dollars in a transparent and efficient manner to honor the public trust.

**Campus Principal: Patrick Faour**  
  
**Superintendent: Carla Vickroy**

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
<ul style="list-style-type: none"> <li>Cross-train office personnel in registration and PEIMS data collection</li> </ul>	Instructional staff, Principal, & Assistant Principal		August 2016 – May 2017	Human	<ul style="list-style-type: none"> <li>Staff Attendance rate will increase 10%.</li> </ul>	
<ul style="list-style-type: none"> <li>Research Grant opportunities for the campus.</li> </ul>	All Staff, Principal, & Assistant Principal		August 2016 – June 2017	Human	<ul style="list-style-type: none"> <li>Grant Applications</li> </ul>	
<ul style="list-style-type: none"> <li>Seek partnerships with local businesses to assist in providing resources to the campus</li> </ul>	Principal, Assistant Principal, & Counselor		August 2016 – June 2017	Human	<ul style="list-style-type: none"> <li>Meeting Sign-in Sheets</li> </ul>	

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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
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**DISTRICT GOAL 5: Actively promote a sense of community and shared direction.**

**OBJECTIVE 1:** Hitchcock ISD will increase student enrollment by at least 10% using community/parent involvement.  
**OBJECTIVE 2:** Hitchcock ISD will encourage employees to participate in community activities and events.  
**OBJECTIVE 3:** Hitchcock ISD will support community and youth leagues, specifically in the area of allowing HISD facilities usage to groups primarily consisting of Hitchcock students.

**Campus Principal: Patrick Faour**  
**Superintendent: Carla Vickroy**

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
<ul style="list-style-type: none"> <li>The counselor will host a series of parent workshops throughout the school year.</li> </ul>	Counselor, Principal, Assistant Principal, Staff	Title I Part A	Oct 2016 – May 2017	Human, Material, Fiscal	Sign in sheets	
<ul style="list-style-type: none"> <li>Utilize mentoring programs such as INEOS' Project Hope to provide students with positive role models and introduce them to potential careers</li> </ul>	Teachers, Principal, Assistant Principal, Mentors	Title I Part A	Oct 2016 – May 2017	Human, Material, Fiscal	Sign in Sheets & Lesson Plans	
<ul style="list-style-type: none"> <li>Conduct parent surveys regarding campus effectiveness in instruction, facilities, support services, communication, and administration.</li> </ul>	Teachers, Principal, & Staff	Title I Part A	Oct 2016 – May 2017	Human, Material, Fiscal	Parent Survey will indicate 80% or above satisfaction	
<ul style="list-style-type: none"> <li>Inform parents/guardians of child's academic areas of concern and available intervention strategies.</li> </ul>	Teachers, Principal, & Assistant Principal	Title I Part A	Oct 2016 – May 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>Progress Reports &amp; Report Cards</li> <li>Teacher Logs &amp; Conference Sign-in Sheets</li> </ul>	
<ul style="list-style-type: none"> <li>Utilize School Messenger to notify parents of campus and district information.</li> </ul>	Principal & Assistant Principal	Title I Part A	August 2016 – June 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>School Messenger Report Log</li> </ul>	

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<ul style="list-style-type: none"> <li>Schedule and implement "Meet the Teacher Night" and "Open House".</li> </ul>	Teachers, Principal, & Assistant Principal	Title I Part A	August 2016 & March 2017	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>Agenda &amp; Sign-in Sheets</li> </ul>	
<ul style="list-style-type: none"> <li>Provide parents with information concerning community resources and referrals to address such topics as family needs, including mental health services.</li> </ul>	Counselor, Nursing staff		August 2016-May 2017	Human	<ul style="list-style-type: none"> <li>Counselor/Staff Documentation</li> </ul>	
<ul style="list-style-type: none"> <li>Host Family Literacy, Math and Science Nights</li> </ul>	Teachers, Principal, Assistant Principal, & Counselor	Title I Part A	November 2016	Human, Material, Fiscal	<ul style="list-style-type: none"> <li>Agenda / Program &amp; Sign-in Sheets</li> </ul>	
<ul style="list-style-type: none"> <li></li> </ul>					<ul style="list-style-type: none"> <li></li> </ul>	
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**DISTRICT GOAL 6: Maintain facilities in a manner that promotes learning.**

**OBJECTIVE 1:** Hitchcock ISD will maintain facilities that are efficient, highly functional and inviting.  
**OBJECTIVE 2:** Hitchcock ISD will provide facilities that are safe, secure and conducive to learning.  
**OBJECTIVE 3:** Hitchcock ISD will provide facilities that are sufficient for all student programs and student growth

**Campus Principal: Patrick Faour**  
**Superintendent: Carla Vickroy**

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
<ul style="list-style-type: none"> <li>Staff works to maintain the campus to ensure it is decorated in such a way to create an positive learning environment</li> </ul>	All Staff		August 2016- June 2017	Human, Material, Fiscal	Campus walk through data	
<ul style="list-style-type: none"> <li>The front office area is designed in such a way that visitors must receive a background check before they can physically enter the main hallway of the campus.</li> </ul>	All Staff		August 2016 – July 2017	Human, Material, Fiscal	Visitor sign-in logs	
<ul style="list-style-type: none"> <li>The staff monitors the building daily for safety concerns and takes the appropriate action to ensure the situation is remedied.</li> </ul>	All Staff		August 2016 – July 2017	Human, Material, Fiscal	Work order logs	

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**COMPREHENSIVE NEEDS ASSESSMENT INFORMATION**

Crosby Middle School serves approximately 321 students in grades 6<sup>th</sup> through 8<sup>th</sup>. The student population is represented by 43% African Americans, 30% Hispanic, 26% White, 1% Two or More. The low socio-economic status is 75% and continues to rise each year. The average daily attendance rate for students is approximately 96%.

Crosby Middle School serves approximately 26 Limited English Proficient students, 26 Gifted and Talented students, and 24 Special Education students.

The staff population is made up of 43% African American, 1% Hispanic, and 46% White.. Males make up 34% of the staff and females make up 66%. The average years of experience for staff is 7 years.

The Campus Advisory Committee looked at the following data in order to determine the strengths and needs of the district:  
Student Assessment data, Campus Improvement Plan, and Campus needs assessment

Crosby Middle School received Improvement Required for the 2014-2015, and 2015-2016 School years. The campus showed improvement in three of the four indexes, but still failed to meet the state standards. The scores for the 2016-2016 school year are as follows: Index 1- Student Achievement: 53 (Target Score = 60), Index 2- Student Progress : 37 (Target Score = 30), Index 3- Closing Performance Gaps: 23 (Target Score = 26), Index 4 - Postsecondary Readiness: 23 (Target Score = 13). The campus met standards on Student Progress and Postsecondary Readiness, but failed to meet standards on Student Achievement, and Closing the performance gaps. The campus improved its scores in three of the four indexes from the previous school year. Index 1 grew from 51 to 53, Index 2 from 31 to 37, Index 3 remained at 23, and Index 4 grew from 10 to 23.

For the 2016 – 2017 School year the campus has added 6<sup>th</sup> grade, in addition to 20 new staff members including the building principal.

Review Dates: 10/03/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT**  
**Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

Committees were formed to look for areas of strengths and needs. The data indicated:

**Student Strengths and Needs**

Strengths:

- Students have maintained a high attendance rate which enables them to receive consistent instruction. The campus is small and students are able to get more individualized attention from staff.

Needs:

- Many of our students are economically disadvantaged 75%, and require additional supports to have their daily needs met.

**Staff Strengths and Needs**

Strengths:

- The campus staff has undergone major changes with 20 new staff members added to the campus including the building principal. The staff is resilient and hard working.

Needs:

- The staff needs more staff development in the areas of instructional strategies and classroom management. While there are several experienced staff members, there are many with three or fewer years of experience.

**Parental Involvement Strengths and Needs**

Strengths:

- Parents have been supportive of the campus and its changes. They support the students at athletic events, counselor's meetings, open house and meet the teacher.

Needs:

- Parents need additional supports in how they can help their students in their academic endeavors.

Review Dates: 10/03/2016 \_\_\_\_\_  
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