

# Fort Worth Independent School District 2019-2020 Campus Improvement Plan

**Campus Name:** 051 - Meacham MS, W.A.

**Principal:** Martinez, Oscar

**Executive Director:** Rian Townsend

## Fort Worth ISD Mission Statement

*Preparing ALL students for success in college, career, and community leadership.*

### Vision

*Igniting in Every Child a Passion for Learning*

### Student Outcome Goals

**Early Literacy** - Percent of students in Grade 3 reading on or above grade level, as measured by the STAAR on level standard for reading, will increase from 30% to 43% by 2019.

**Middle Grade Math** - Percent of students who meet or exceed standard on STAAR Algebra I EOC exam by the end of grade 9 will increase from 77% to 87% by 2019.

**College and Career Readiness** - Percent of graduates who have met the criteria for Post-Secondary Readiness, as measured by a college-ready qualifying score on AP, SAT, ACT, TSI or industry preparation, will increase from 53% to 66% by 2019.

### School Profile

#### Student Enrollment by Program

Attendance Rate: 94.3

Special Education: 7.4

Dual Language/ESL: 35.7

Gifted and Talented: 13.9

Career and Technology: 46.6

Percentage of at-risk students: 90.3

Percentage of English Language (EL) students: 38.5

Percentage of economically disadvantage students: 89.9

### 2019-2020 Campus Site-Based Committee

| Name   | Role                                  |
|--|---------------------------------------|
| Jamin Vess   | Teacher                               |
| Kimberly Ballard   | Teacher                               |
| Amorette Aldana  | Teacher                               |
| Hali Mischo  | Teacher                               |
| Oscar Martinez   | Principal                             |
| Maria Chavez   | Parent                                |
| Ana Perez  | District Level Staff                  |
| Shawanda Grayson   | Campus Non-Teacher Professional       |
| Anabelia Lara  | Other                                 |
| Jetti Mathews  | Other                                 |
| Vacancy from teacher who resigned, elections will be held by 9/1   | Teacher                               |
| Vacancy from counselor who resigned, elections will be held by 9/1 | Campus Non-Teacher Professional       |
| Diana Perry  | District Level Staff                  |
| Stephen Sea  | Additional Representative Appointment |
| Pat Martinez   | Community Representative              |

### Accountability Summary

Visit [Txschools.org](http://Txschools.org) for an overview of the State Accountability Systems and school profile for Meacham MS, W.A..The 85th Texas Legislation passed House Bill (HB) 22, establishing three domains for measuring performance of campuses:

Beginning with 2019-2020, campuses will receive a rating of **A-F** for overall performance, as well as performance in each domain.

[Click here for the TEA Accountability Resource Page](#)

#### State Accountability Ratings by Domain

Domain 1: **Student Achievement** 58

Domain 2: **School Progress** 66

Domain 3: **Closing The Gaps** 62

#### Overall Performance Accountability Rating

65 - Met Standard

#### Campus Distinction Designations

Academic Achievement in Mathematics: 0

Academic Achievement in Science: 0

Academic Achievemet in English Language Arts/Reading: 0

Top 25 Percent: Comparative Academic Growth: 0

Postsecondary Readiness: 0

Top 25 Percent: Comparative Closing the Gaps: 0

### Campus Assurances and Certification for the 2019-2020 School Year

I certify acceptance and compliance with all provisions set forth by:

**Yes** the Fort Worth ISD School Board;

**Yes** the Texas Education Code;

**Yes** Title I, Part A; and

**Yes** Turnaround Plans

[Click here to see the full Guide to Campus Assurances](#)

When you select "Yes," you are certifying that you have access to or have received the document that outlines all of the requirements discussed above. Additionally, you are indicating your assurance that these requirements will be implemented on your campus by yourself, your designee, or your leadership team.

# Comprehensive Needs Assessment Summary for 2019-2020

| Area Reviewed                                  | Summary of Strengths<br>What were the identified strengths?  | Summary of Needs<br>What were the identified areas needing improvement or areas of weakness? | Priorities<br>What are we going to intervene? If addressed, this need will create the most impact.                         |
|--|--|--|--|
| <b>Demographics</b>                            | 1. GT identified students is increasing  | 1. High percentage of LEP students (53%)   | 1. Create and use calendars, agendas, tracking tools, obs/feedback, PLC documentation, and documentation of WDMs           |
|  | 2. Enrollment is increasing from 870 to 900  | 2. High percentage of At-risk students (100% free or reduced lunch)                          | 2. Host more parent events, post events calendar for parents   |
|  | 3.   | 3. More core teachers needed   | 3. Create opportunities for student activities such as film/editing/communication, yearbook, UIL, NJHS                     |
|  | 4.   | 4.   | 4. Provide CKH to our new teachers, refresher for our veteran teachers to promote the relationship component of our campus |
|  | 5.   | 5.   | 5. Perform IPCs, WDMs with all tested contents with fidelity to see measurable improvements in our academic results        |
|  | 6.   | 6.   | 6.   |
| <b>Student Achievement</b>                     | 1. Academic growth in STAAR Assessments  | 1. IPCs across all contents and grade levels   | 7.   |
|  | 2. Student success in district spelling Bee, Finalist in 6th grade district wide essay competition   | 2. More emphasis on Academic UIL, athletic UIL participation                                 | 8.   |
|  | 3. First year participation in Theater UIL competition One Act Play, strong participation in extra curricular activities, UIL competitions | 3. Unified discipline plan across campus   | 9.   |
|  | 4.   | 4.   | 10.  |
|  | 5.   | 5.   |  |
|  | 6.   | 6.   |  |
| <b>School Culture and Climate</b>              | 1. Referrals reduced from 1600 to 1100 year over year  | 1. More inclusive of other cultures (Black history month)                                    |  |
|  | 2. Campus climate has improved according to UEA survey   | 2. Increase in parents/community involvement   |  |
|  | 3. Murals have beautified our campus, is reflective of our campus  | 3. More celebrations for our students and staff  |  |
|  | 4.   | 4.   |  |
|  | 5.   | 5.   |  |
|  | 6.   | 6.   |  |
| <b>Staff Quality/ Professional Development</b> | 1. Campus offers in-house PD based on needs of campus  | 1. Survey needed to identify needs of our campus   |  |
|  | 2. Common PLC time for core teachers   | 2. Provide outside resources for PD  |  |
|  | 3. We utilize PLC and faculty meeting time for core teachers   | 3. Research PD opportunities, common period for transformational leadership duties           |  |
|  | 4.   | 4.   |  |
|  | 5.   | 5.   |  |
|  | 6.   | 6.   |  |

|  |    |   |    |  |
|--|----|---|----|--|
| <b>Curriculum, Instruction, and Assessment</b> | 1. | IPC implementation  | 1. | Testing Longman Dictionary set   |
|  | 2. | Alignment with objectives, DOLs, IPCs                       | 2. | Pullout funds for teachers   |
|  | 3. | Grade level PLCs, content planning                          | 3. | Additional options for curriculum and materials, calculators for testing   |
|  | 4. |   | 4. |  |
|  | 5. |   | 5. |  |
|  | 6. |   | 6. |  |
| <b>Family and Community Involvement</b>        | 1. | We have a parent liaison                                    | 1. | More involved parent liaison, expanded hours for parent liaison  |
|  | 2. | We have social media presence                               | 2. | Systematic approach for parental contact/feedback  |
|  | 3. | We have staff willing to host more events for Meacham       | 3. | PTO, and Faith-based involvement   |
|  | 4. |   | 4. |  |
|  | 5. |   | 5. |  |
|  | 6. |   | 6. |  |
| <b>School Context and Organization</b>         | 1. | We have a mission and vision statement                      | 1. | Comprehensive list of responsibilities, including teachers assigned for supervision. Weekly calendars show scheduled time for observations/feedback of classroom instruction, PLCs, and key data meetings.   |
|  | 2. | Staff has representation for decision making with ILT (TLT) |    |  |
|  | 3. | Clear leadership structure                                  |    |  |
|  | 4. |   | 2. | Lead team meetings include written agendas, recorded meeting minutes, and next steps captured along with follow-up techniques, with emphasis on data analysis and progress monitoring  |
|  | 5. |   | 3. | Principal's calendar reflects scheduled time to observe lead teams in their highest-leverage, repetitive actions (Obs/feedback, PLC obs, data meetings)<br>Principal conducts job-embedded feedback loops with instructional leadership team members for continuous improvement. |
|  | 6. |   |    |  |
|  |    |   |    |  |
|  |    | 4.  |    |  |
|  |    | 5.  |    |  |
|  |    | 6.  |    |  |

# Academic Excellence Goals

## Fort Worth Independent School District 2019-2020 Academic Excellence Goals Action Plan

Campus Name: 051 - Meacham MS, W.A.

Principal: Martinez, Oscar

Executive Director: Rian Townsend

| SMART Goals | Campus Level - Student Outcome Goal and Progress Measures   | Approaches | Meets | Masters | to Target | by Deadline |
|-------------|---|------------|-------|---------|-----------|-------------|
|             | Math -Percent of students in Grades 6-8 performing on or above grade level standard on their STAAR Math assessment will increase from 22% to 30% by 2019.                               | 141.54     | 59.33 | 13.05   |           |             |
|             | ELA- Percent of students in Grades 6-8 performing on or above grade level standard on their STAAR Reading assessment will increase from 32.3% to 37.3% by end of 2019-2020 school year. | 67.3%      | 32.3% | 14%     | 37.3%     | EOY         |
|             | Overall-Meacham will increase in rating from 72 to 80 or higher for the 2019-2020 school year for TEA overall academic accountability rating score.                                     | 72         | 72    | 72      | 80        | EOY         |

### Strategies for Improvement

| Student Group (PBMAS) | Target Strategies  | Action Steps  | Person(s) Responsible    | Due Date   | Budget Source     | Amount | Status    | Attachment (implementation artifacts) |
|-----------------------|--|---|--------------------------|------------|-------------------|--------|-----------|---------------------------------------|
| 1 Title I             |  | <ol style="list-style-type: none"> <li>1. Provide Professional Development during core content PLC periods.</li> <li>2. Provide support for PLC process, WDMs weekly.</li> <li>3. Facilitate WDMs for Math and ELA as needed to support Admin</li> </ol>  | Instructional Leadership | 5/29/2020  | Title I           | 62,307 | On Target |                                       |
| 2 Title I             | Funds will be used to pay for a substitute principal to monitor building while admin attends Teaching Trust professional development.  | Implement strategies and systems that Teaching Trust provides<br>a) Weekly Data Meetings<br>b) Campus Culture Structure for teacher and student success   | Principal                | 5/29/2020  | Title I           | 6,372  |           |                                       |
| 3 LEP                 | Push in tutors, Saturday camps, After School tutorials. These tutors will provide direct instruction in small groups no larger than 5 students in targeted identified TEKS. Tutors will also allow classroom teacher to provide small group targeted instruction.  | -Identify students that have not shown growth in Interim assessments, benchmark by November.<br>Provide after school tutorials, Saturday camps to provide additional instruction.<br>-Hire tutors to provide small group instruction to students in need of extra assistance  | Instructional Leadership | 5/29/2020  | Title I           | 6,372  |           |                                       |
| 4 Title I             | Provide high-interest reading material for student.  | <ol style="list-style-type: none"> <li>1. Funds will be used by librarian to purchase books for students</li> <li>2. Librarian is to collaborate with ELA, Science, and Social Studies to purchase reading material based on their recommendation.</li> </ol>   | Teacher(s)               | 12/20/2019 | Title I           | 10,000 |           |                                       |
| 5 SPED                | Meacham will use district-provided data system, Weekly Data Meetings in all tested content including ELA and Math, to track growth in student achievement. Data to be tracked is Benchmark, Interim, weekly teacher-created formative assessments, DOLs, Lesson plans, IPCs, walk-throughs, Lead4ward and attendance | <ol style="list-style-type: none"> <li>1. Ensure that weekly data meetings are held with fidelity.</li> <li>2. Evaluate data weekly to identify students that are not growing, provide intervention as needed</li> <li>3. WDMs components include Benchmarks, daily DOLs, weekly summative assessments, Know/Show, teacher and student exemplars</li> </ol> | Principal                | 5/29/2020  | Special Education | 7,637  |           |                                       |
| 6 Title I             | Weekly Data Meetings based on Bambrick-Santoyo model from Leaveraging Leadership.  | <ol style="list-style-type: none"> <li>1. Admin will be present at each of the WDMs</li> <li>2. WDMs are to be held every Tuesday</li> <li>3. Data is due to Admin on Mondays at 5PM</li> <li>4. Procedures include bringing DOL tracker, teacher and student exemplar, know/show chart, and a reteach plan prepared for identified weakness.</li> </ol>    | Principal                | 5/29/2020  | Gifted & Talented | 1,298  |           |                                       |

|    |      |   |  |           |           |                         |        |           |  |
|----|------|---|--|-----------|-----------|-------------------------|--------|-----------|--|
| 7  | LEP  | Local Instructional funds to be used for substitutes, furniture, student travel, general supplies, and miscellaneous contracted services, miscellaneous operating costs.  | 1. Continuously review campus needs, budget resources<br>2. Create plan for spending funds that equitably fulfills student needs           | Principal | 5/30/2020 | Local (Basic Allotment) | 49,689 | On Target |  |
| 8  | SPED | Funds to be used for other reading material, professional development reading source.   | 1. Identify needed professional development<br>2. Identify reading material that will provide support and information to fulfill our need. | Principal | 5/30/2020 | SCE                     | 602    | On Target |  |
| 9  | LEP  | Staff development, conferences, travel expenses for Bambrick Santoyo, Leveraging leadership 2.0.  | 1. Do needs assessment on identified levers of leadership<br>2. identify needed professional development, dates                            | Principal | 5/30/2020 | SCE                     | 5,500  | On Target |  |
| 10 | LEP  | Funds to be used for Extra duty, overtime, rentals, computer equipment, other equipment, miscellaneous contracted services, technology, furniture and equipment, general supplies, admin travel, and miscellaneous operating costs. | 1. Continuously review campus needs, budget resources<br>2. Create plan for spending funds that equitably fulfills student needs           | Principal | 5/30/2020 | Bilingual               | 2,343  | On Target |  |
| 11 | LEP  | Funds to be used for Supplies, maintenance, and work orders   | 1. Continuously review campus needs, budget resources<br>2. Create plan for spending funds that equitably fulfills student needs           | Principal | 5/30/2020 | SCE                     | 2,000  | On Target |  |
| 12 |      |   |  |           |           |                         |        |           |  |
| 13 |      |   |  |           |           |                         |        |           |  |
| 14 |      |   |  |           |           |                         |        |           |  |
| 15 |      |   |  |           |           |                         |        |           |  |

Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

**BOY Status:**

Principal Evidence:

Leadership Feedback:

**MOY Status:**

Principal Evidence:

Leadership Feedback:

**EOY Status:**

Principal Evidence:

Leadership Feedback:

# Mission Goals

## Fort Worth Independent School District 2019-2020 Mission Goals Action Plan

Campus Name: 051 - Meacham MS, W.A.

Principal: Martinez, Oscar

Executive Director: Rian Townsend

| SMART Goals | Campus Level - Student Outcome Goal and Progress Measures (Baseline-X, Target-Y, Deadline-Z)                                 | Baseline (BOY) | to Target | by Deadline |
|-------------|--|----------------|-----------|-------------|
|             | Percent of students at grade level or above in Math will increase from   | 34.7%          | 39.7%     | EOY         |
|             | Percent of students at meets grade level or above in ELA STAAR for 2019-2020 will increase from 32.3% to 37.3% by June 2020. | 32.3%          | 37.3%     | EOY         |

### Strategies for Improvement

| Student Group (PBMAS) | Target Strategies  | Action Steps  | Person(s) Responsible    | Due Date   | Budget Source | Amount | Status    | Attachment (implementation artifacts) |
|-----------------------|--|---|--------------------------|------------|---------------|--------|-----------|---------------------------------------|
| 1 Title I             | Push in, push out, small group tutoring before, after school. Funding also for professional development substitutes, Saturday School.  | <ol style="list-style-type: none"> <li>1. Review student assessment data</li> <li>2. Target students that are not growing academically, or falling behind expected progress and gains</li> <li>3. Create dates and times for tutorials that allow greatest impact and attendance.</li> </ol>  | Student Support Services | 5/29/2020  | Title I       | 33,000 | On Target |                                       |
| 2 Title I             | Budget item for Data Analyst (Shawanda Grayson) to assist with implementation and support of Weekly Data Meetings (WDM), support new and struggling teachers, and coordinate all district and state testing processes. | <ol style="list-style-type: none"> <li>1. Coordinate all district and state testing processes</li> <li>2. Provide Professional Development pertaining to assessment</li> <li>3. Provide Professional Development during core content PLC periods.</li> <li>4. Provide support for PLC process, WDMs weekly.</li> <li>5. Facilitate WDMs for Math and ELA as needed to support Admin</li> </ol>  | Instructional Leadership | 5/29/2020  | Title I       | 63,606 |           |                                       |
| 3 Title I             | Budget item for Capturing Kids Hearts Professional Development.  | <ol style="list-style-type: none"> <li>1. Based on identified need, needed discipline model, CKH fits the needs of our campus</li> <li>2. CKH trains teachers on the importance of creating healthy relationships with our students. These relationships are important in the academic and emotional needs of our students. It helps reduce the number of discipline incidents and reduces the amount of instructional time lost to discipline issues, and further improve academic outcomes for all student groups.</li> </ol> | Principal                | 12/10/2019 | Title I       | 14,000 |           |                                       |
| 4 Title I             | Provide needed technology for student use in math and ELA  | -Purchase calculators, chromebooks, and other needed technology.  | Instructional Leadership | 5/29/2020  | Title I       | 5,800  |           |                                       |
| 5 LEP                 | Math- Supports, supplemental aids, anchor charts, word walls<br>-Intentional grouping<br>-Extra time for ELLs<br>-Illustrations of shapes, visuals<br>-Word Wall<br>-We need 4 more sets of math visual word wall      | Monitor implementation of these strategies in Math<br>Order four sets of math visuals   | Teacher(s)               | 5/29/2020  | Title I       | 10,836 |           |                                       |

|    |     |   |   |            |           |         |       |  |  |
|----|-----|---|---|------------|-----------|---------|-------|--|--|
| 6  | LEP | ELA- Sentence stems for writing, spoken responses<br>-Word walls, anchor charts<br>-Visual supports for vocabulary<br>-Extra time for ELLs<br>-Supplemental aids, thinking maps<br>-Think, pair, share<br>-Intentional grouping<br>-Direct vocabulary instruction w/ focus on bridge to native language | Monitor implementation of these strategies in ELA<br>Provide support and guidance for teachers  | Teacher(s) | 5/29/2020 | Title I | 6,372 |  |  |
| 7  | LEP | Flip Grid implementation for Science, SS 6th and 7th grade for instructional purposes and for TELPAS<br>-Implement Flip Grid for instructional purposes   | Monitor implementation of these strategies in Science and SS contents<br>Provide support and guidance for teachers<br>Request at least one assignment to use FlipGrid | Teacher(s) | 5/29/2020 | Title I | 6,375 |  |  |
| 8  |     |   |   |            |           |         |       |  |  |
| 9  |     |   |   |            |           |         |       |  |  |
| 10 |     |   |   |            |           |         |       |  |  |
| 11 |     |   |   |            |           |         |       |  |  |
| 12 |     |   |   |            |           |         |       |  |  |
| 13 |     |   |   |            |           |         |       |  |  |
| 14 |     |   |   |            |           |         |       |  |  |
| 15 |     |   |   |            |           |         |       |  |  |

Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

**BOY Status:**

Principal Evidence:

Leadership Feedback: • How will teachers identify gaps in instruction and reteach based on the Bambrick Weekly Data Meeting protocol (Know/Show)? • How are you going to specifically address your targeted student groups (ELL) in math and reading? • How will PLC's affect instruction and what will teachers be doing in these meetings? • How are you addressing TELPAS on your campus to ensure students are successful? • Complete your SMART Goal in Section 4

**MOY Status:**

Principal Evidence:

Leadership Feedback:

**EOY Status:**

Principal Evidence:

Leadership Feedback:

# Learning Environment Goals

## Fort Worth Independent School District 2019-2020 Learning Environment Goals Action Plan

Campus Name: 051 - Meacham MS, W.A.

Principal: Martinez, Oscar

Executive Director: Rian Townsend

| SMART Goals | Campus Needs Goals and Measures (Baselines-X and Targets-Y)  | Baseline (BOY) | to Target | by Deadline |
|-------------|--|----------------|-----------|-------------|
|             | Parent organization membership will increase as measured by the School Profile from  | 0              | 1         | EOY         |
|             | PBIS - The number of 'Duplicate Out of School Suspension (OSS) Events', as documented in FWISD Cycle Reports, will decrease for target student groups from | 247            | 299       | EOY         |
|             | Health Related - (Target 95%) Percentage of all eligible students tested in FitnessGram each year will increase from                                       | 97%            | 99%       | EOY         |

### Strategies for Improvement

| Student Group (PBMAS) | Target Strategies  | Action Steps   | Person(s) Responsible | Due Date  | Budget Source | Amount | Status | Attachment (implementation artifacts) |
|-----------------------|--|--|-----------------------|-----------|---------------|--------|--------|---------------------------------------|
| 1 Title I             |  |  | Principal             | 5/29/2020 |               | 0      |        |                                       |
| 2 Title I             | Funds are allocated for our parent liaison, supplies for parent liaison.   | 1.) Parent Liaison will update our web page, facebook page, and make communications with our parents regarding events and activities taking place at Meacham Middle School<br>2.) Parent Liaison will recruit parent participation and parent volunteers<br>3.) Parent Liaison will help direct our parents on how to create a PTO for Meacham Middle School | Principal             | 5/29/2020 | Title I       | 3,861  |        |                                       |
| 3 Title I             | Funds allocated for camera and other equipment for creating media for communication to campus, parents, students, and all stakeholders | 1. Identify group of students, teacher that will coordinate video, audio, and pictures that will be used to promote Meacham, share information about our campus.<br>2. Order equipment<br>3. Create media for athletics, fine arts, campus events, to be published on our website, facebook, and Meacham signboard.  | Teacher(s)            | 5/29/2020 | Title I       | 1,200  |        |                                       |
| 4                     |  |  |                       |           |               |        |        |                                       |
| 5                     |  |  |                       |           |               |        |        |                                       |
| 6                     |  |  |                       |           |               |        |        |                                       |
| 7                     |  |  |                       |           |               |        |        |                                       |
| 8                     |  |  |                       |           |               |        |        |                                       |
| 9                     |  |  |                       |           |               |        |        |                                       |
| 10                    |  |  |                       |           |               |        |        |                                       |
| 11                    |  |  |                       |           |               |        |        |                                       |
| 12                    |  |  |                       |           |               |        |        |                                       |
| 13                    |  |  |                       |           |               |        |        |                                       |
| 14                    |  |  |                       |           |               |        |        |                                       |
| 15                    |  |  |                       |           |               |        |        |                                       |

Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

**BOY Status:**



|                      |
|----------------------|
| Principal Evidence:  |
| Leadership Feedback: |
| <b>MOY Status:</b>   |
| Principal Evidence:  |
| Leadership Feedback: |
| <b>EOY Status:</b>   |
| Principal Evidence:  |
| Leadership Feedback: |

