

Fort Worth Independent School District 2019-2020 Campus Improvement Plan

Campus Name: 061 - Leonard MS

Principal: Williams-Ridley, Cathy

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: 92.7
Special Education: 11.9
Dual Language/ESL: 28.4
Gifted and Talented: 5.1

Career and Technology: 75.6
Percentage of at-risk students: 83.5
Percentage of English Language (EL) students: 28.6
Percentage of economically disadvantage students: 87.2

2019-2020 Campus Site-Based Committee

Name	Role
Cathy Williams-Ridley	Principal
Paul Petty	Teacher
Kelly Czyniejewski	Teacher
Rock Magis	Teacher
Charles Gideon	Teacher
Deborah Aspegren	Campus Non-Teacher Professional
Karen Van Eaton	Campus Non-Teacher Professional
Presciliana Olayo	District Level Staff
Susan Rhoten	District Level Staff
Alexander Montalvo	Parent
Joe Gosch	Parent
Gregtavia Turner	Parent
Cindi Neverdousky	Community Representative
Jim Hardick	Business Representative
Patrick Wentworth	District Employee Relations Council Representative
Krista Harris-Franklin	District Employee Relations Council Representative
Robin Dreschel	Community Representative
Glen Baird	Business Representative

Accountability Summary

Visit Txschools.org for an overview of the State Accountability Systems and school profile for Leonard MS. 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	Overall Performance Accountability Rating
Domain 1: Student Achievement 55 Domain 2: School Progress 59 Domain 3: Closing The Gaps 63	59 - Improvement Required

Campus Distinction Designations

Academic Achievement in Mathematics: 0	Postsecondary Readiness: 0
Academic Achievement in Science: 0	Top 25 Percent: Comparative Closing the Gaps: 0
Academic Achievement in English Language Arts/Reading: 0	
Top 25 Percent: Comparative Academic Growth: 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 What were the identified strengths?	Summary of Needs What were the identified areas needing improvement or areas of weakness?	Priorities What are we going to intervene? If addressed, this need will create the most impact.
Demographics	1. Diverse faculty & student population; numerous bilingual staff	1. Grade level meetings (RTI) each six weeks.	1. 2 Full Time Instructional Coaches to support campus with Tier 1 instruction, Formative Assessments/Feedback, and Small Group Instruction.
	2. Increased student population- (right at 900 for 19-20 SY)	2. A.A. students achievement (acad/discip); disproportionality of AA leading to achievement gap.	
	3. Increased content degreed/certified teaching staff	3. Differentiated Discipline for Highest Needs Students. Targeted actions specific to students behavior.	
Student Achievement	1. EOC results- 100% Bio, 100% Alg. I, 98% Eng. I	1. Incentives for achievement (Honor Roll, Awards, Certificates, Student of the Month-done by tchrs)	3. Attendance Recovery Thursdays, Attendance Committee, Identify chronic absenteeism/attendance incentives 6 wks. For students & teachers)
	2. Increased attendance 2.4% from previous year, students in Adv. Courses & POC #s & 8% increase students on Honor Roll.	2. Grade level meeting planning protocol-Use our "AT-RISK TRACKER" in all 3 grade levels for Math & ELAR	
	3. Improved PLCs/alignment/planning/engagemt.	3. Must move campus from "F" rating and "IR" status. Dropped in Meets & Masters (need to increase rigor) Implement IPC calendar process for PLC evidence.	5. Student/teacher data conferences (after Benchmarks)
School Culture and Climate	1. Payday Breakfast, eLOOT, From the Heart, Cornerstone, Strengthening Families	1. School Activity Committee (need 5-6 people to lead this)	
	2. Women's Center, Human Trafficking, Goes Global, Stomp Wars, Field Trips, Secret Santa, Being Boo (ed)	2. Intentional, focused meetings w/agendas, minutes, action items.	
	3. Incentives, Rewards, Honor Roll/Achieve/Attendance	3. Schedule Restorative practice time/Equity Meetings into faculty mtgs. & PLC time.	
Staff Quality/ Professional Development	1. GT training, AP Institute, strong with data & action planning.	1. Standards Alignment, Formative Assessment & Feedback, and Small Group Instruction	
	2. All 6th & 7th teachers trained in Restorative Training	2. De-Escalation strategies training; Social Emotional/Mental Health/SST training Restorative Practice Tchr Training (8th;new staff)	
	3. Weekly SST mtgs, district FWCP PLCs monthly, Mental Health awareness, LIT (leaders in training) for students and staff.	3. Rigor, Differentiation, Backwards planning	

Curriculum, Instruction, and Assessment	1.	Using STAAR data for class scheduling (schedule low students into same class for targeted remediation-structured literacy & double block Math)	1.	Instructional Planning Calendars aligned to scope & sequence, assessment blueprint, Lead4ward highly tested TEKS.
	2.	Common Sense certified, Region 11 coaching tchrs & admin, PLCs data mtgs	2.	Full-time instructional literacy coach to implement campus-wide literacy approach. PD to take IRACE whole school implementation.
	3.	Data informed instructional practices-alignment/planning,	3.	Student/teacher data conferences
Family and Community Involvement	1.	Longhorn PRIDE, Donuts w/Dad, Pastries w/Parents, Back to School Event 8/16/19	1.	Host 4 parent and community events/semester
	2.	Increased FB, Twitter, Instagram	2.	Student/parent orientation at beginning of school; PTA drive; PTA that remains active
	3.	Student Council/PTA activities	3.	Grade level tchr sponsors to increase school pride. (decorate halls, competition)
School Context and Organization	1.	Go Center (CCR coach), CIS, MAM, Grade Level SSTs	1.	Hmrm schedule for Rest. Practice, Social Skills Development or SEL standards included in Teachers lesson plans.
	2.	Home visits, SARTs, Stay in School Coordinator who is working, Attendance Recovery every Thursday	2.	Technology- 2 more carts
	3.	Reg.11 Instruct. Coaching Tchrs	3.	Cut passing periods from 5 min to 4 min (add warning bells), cut extra time off lunch periods

Academic Excellence Goals

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

Campus Name: 061 - Leonard MS

Principal: Williams-Ridley, Cathy

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.	50.81	17.34	3.25	22	

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	PLC data Tracking by Standard by Teacher & by Student	Math teachers will use the TEK/Standards Tracking System on a Weekly Basis to track MOL Formative Assessments & student progress by standard. Use All in Learning (min. 2 x's week) to track Common Formative Assessments in all MATH GRADES/MATH classrooms. Common Formative Assessments in all MATH GRADES/MATH classrooms. MOL posters updated daily and posted in classrooms. Pay for All in Learning License. Supplies to support instruction.	Assistant Principal	9/23/2019	Title I	2,884	Not Started	
2	Math DC and Math AP will present goals and strategies to increase achievement in all 3 grades in Math to Campus Leadership Team 3Xs/Year.	Use Lead4ward to have tighter alignment throughout the Math Dept. (recurring cycle of backwards planning- Inst. Pl. Calendars, Lesson plans, Instructional Planning Calendars for Math PLC will be kept in itslearning as evidence. Lead4ward site license- \$250	Teacher(s)	12/23/2019	Title I	250	Below Target	
3 Title I	PLC Team Data Meetings & 1 on 1 Teacher Data Conferences to support teacher and student growth in all grades. Student data conferences with teacher at 12 weeks and 24 weeks.	Data Conferences/Data Meetings in Math PLCs every 3 weeks and after each district assessment. Subs for Math tchrs 2 X's a year to conduct data conferences with students. General supplies to support instruction.	Instructional Leadership	11/15/2019	Title I	4,000	Not Started	
4 Title I	Students interventions for Tier 2 & 3 students needing additional supports. Small group targeted pull-outs/Small group push-ins (over low SEs) while in the classroom with Gen. Ed Math teacher. (similar to co-taught classrooms)	Saturday camps, after school tutoring, attendance recovery, credit recovery, extra duty pay for staff. Identify subpops- AA, EI, Sped w/lowest STAAR scores. Teachers will only pull students when more 1 on 1 instruction is needed, no more than 2-3x/6 weeks. 2-3 ? assessment to assess growth on standard by Tier 2 & Tier 3 students. Targeted interventions for Tier 2 & 3 students- small grp 1-2xs/wk. Snacks for students. Buses for students. Technology for Classrooms.	Instructional Leadership	9/6/2019	Title I	8,000	On Target	

5	Title I	CORE Teachers who have received all their FLEX hours to come to work on scheduled FLEX days for full days of instructional planning.	Cost of Subs for teacher planning, staff to attend local Professional Development/Conference. PLCs to do thorough planning to Complete the Unit Plans for the Next Six Weeks, analyze student data/student work. Create aligned lesson plans with common formative assessments in each department. Review and give feedback on LPs and Unit Plans. Extra duty pay.	Principal	2/23/2019	Title I	3,500	Not Started	
6	Title I	Create Campus Database of all students STAAR, ACHIEVE, and MAP scores. Monitor implementation of action plans and provide progress measures needed for each student.	Instruction specialist/Data Analyst to Supply teachers with 3 week data reports by standard, by teacher, by student at all 3 levels of progress for progress monitoring purposes. Assist teachers with making predictions on students on track to reach APP/MEETS/MASTERS. Deliver in depth data reports and graphs after every district assessment. Supply data to teachers to help with disaggregating data for their targeted action plans.	Instructional Leadership	12/20/2019	Title I	78,000	Not Started	
7		PLC Team Data Meetings & 1 on 1 Teacher Data Conferences to support teacher and student growth in all grades. Student data conferences with teacher at 12 weeks and 24 weeks.	Subs for teacher planning and student conferences. Instructional supplies	Teacher(s)		Local (Basic Allotment)	27,400		
8		Students interventions for Tier 2 & 3 students needing additional supports. Small group targeted pull-outs/Small group push-ins (over low SEs) while in the classroom with Gen. Ed Math teacher.	Technology to support instruction. Extra duty pay.	Principal		Local (Basic Allotment)	6,000	On Target	
9		Student enrichment support for EOC/GT Students to ensure high school course complete and meets attendance requirements.	Saturday camps, after school tutoring, attendance recovery, credit recovery, extra duty pay for staff and instructional supplies	Principal	1/31/2020	Gifted & Talented	468	Not Started	
10									
11									
12									
13	Title I			Principal	5/29/2020	Title I	3500.	Not Started	
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: What goal are you setting for ELA?

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: 061 - Leonard MS

Principal: Williams-Ridley, Cathy

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 Reading will increase from	53/22/8	60/27/11	EOY
	Percent of students at grade level or above in Writing will increase from	45/17/3	52/22/6	EOY

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
1 LEP	Improve # of Els exiting by increasing TELPAS scores 10% in all categories. Degreed/Certified ELAR Tutor (30 year retired ELAR & ESL specialist)	Degreed/Certified ELAR Tutor (30 year retired ELAR & ESL specialist)pull small group 2 times week when she is at LMS to provide 1 on 1 for NC, Els, and Sped students.Tutor will work mostly with our Newcomer (LC) students, Els, and Sped. Her schedule is created period by period based on highest needs teachers & students based on STAAR data.Focus on reading, writing, listening, speaking, and thinking daily. (aligned w/district literacy plan)	Principal	9/9/2019	Title I	16,000	On Target	
2 Title I	PLC Team Data Meetings & 1 on 1 Teacher Data Conferences to support teacher and student growth in all grades. Student data conferences with teacher at 12 weeks and 24 weeks.	Data Conferences/Data Meetings in ELA PLCs every 3 weeks and after each district assessment. Subs for ELA tchrs 2 X's a year to conduct data conferences with students. Supplies to support instruction.	Instructional Leadership	11/21/2019	Title I	4,000	Not Started	
3 Title I	Core content dept chair and admin will present goals and strategies to increase achievement in tested grade levels to Campus Leadership Team presentations 3Xs a year.	Lead4ward to have tighter alignment throughout the ELAR Dept. (recurring cycle of backwards planning- Inst. Pl. Calendars, Lesson plans, Formative Assessments/Data Tracking daily, Small Group interventions weekly, Weekly common assessments, and targeted action plans after each assessmentELAR DC and AP/Principal will present goals and strategies to increase achievement in all 3 grades in ELAR to Campus Leadership Team 3Xs/Year. Lead4ward bundle- \$250 (year)	Teacher(s)	9/9/2019	Title I	250	On Target	
4 Title I	Student interventions for Tier 2 & 3 students needing additional supports.	Sat. camps, after school tutoring, attendance/credit recovery for highest needs students per gr. level (Sped, EI, AA). Emphasis on highly tested TEKS. Snacks and buses for students. Technology for classroom interventions. Extra duty pay for teachers.	Instructional Leadership	5/1/2020	Title I	16,000	Not Started	
5 Title I	Move 15% of Tier 3 teachers to Tier 2 and 15% of Tier 2 teachers to Tier 1.	Professional Development/Professional Trips for teachers and administrators \$23,000 tchrs 10,000 admin to improve academic achievement, instructional delivery, and culture. AIE Conference in San Antonio. Other local conferences that align to district and campus goals. Align school calendar, assessment calendar, and curriculum to address individual professional learning needs of teachers in core tested subjects. Supplies to support instruction.	Instructional Leadership	10/4/2019	Title I	33,000	Not Started	

6	Title I	ELA PLC data Tracking by Standard by Teacher & by Student.	ELAR teachers will use the TEK/Standards Tracking System on a Weekly Basis to track MOL Formative Assessments & student progress by standard as well as common formative assessments in all ELAR GRADES/ELAR classrooms w/MOL posters posted & updated daily. Use All in Learning (min. 2 x's week) to track Common Formative Assessments in all ELAR GRADES/ELAR classrooms. Supplies to support instruction.	Principal	9/27/2019	Title I	1,500	On Target	
7	Title I	2 Full-time Instructional Coaches (literacy/math) to coach 8 teachers each. Teachers selected by the principal. All Math, ELAR, and 8th grade Sci/SS teachers have a coach.	Support teachers with in depth planning, IPCs, MOLs, common assessments, etc. Facilitate PLCs, present professional development in identified weak areas (from w/t, learning walks) during PLCs/Faculty Mtgs, attend weekly administrator mtgs. w/admin team, turn in coaching logs/minutes on a bi-weekly basis, share coaching calendar monthly w/admin, disaggregate data with ELA/MATH departments to target low SEs, Tier 2 & 3 students, create action plans, implement action plans after each assessment.	Instructional Leadership	5/15/2020	Other		On Target	
8	CTE-LEP	Provide differentiated reading instruction for low-performing students.	Provide supplies for many students who do not have supplies. Headphones (for Achieve 3000, TELPAS, MAP testing on computer)	Principal	6/1/2020	Title I	22,451	On Target	
9	LEP	Improve # of Els exiting by increasing TELPAS scores 10% in all categories.	Supplies to support instruction.	Assistant Principal		Bilingual	1487.	Not Started	
10		Provide differentiated reading instruction for low-performing students.	Reading materials for implementation of language acquisition strategies. Bilingual dictionaries English dictionaries Provide supplies for many students who do not have supplies. Headphones (for Achieve 3000, TELPAS, MAP testing on computer) Extra-duty pay for staff	Principal		SCE	10,244	On Target	
11	SPED	Student interventions for special education students needing additional supports.	Instructional supplies, materials and equipment to support specialized programs	Principal	12/20/2019	Special Education	9,258	Not Started	
12		Culturally relevant reading materials to improve equity campus-wide.	classroom libraries main library postage	Principal	11/1/2019	Local (Basic Allotment)	6,000	Not Started	
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:

Learning Environment Goals

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

Campus Name: 061 - Leonard MS

Principal: Williams-Ridley, Cathy

Executive Director: Rian Townsend

SMART Goals	Campus Needs Goals and Measures (Baselines-X and Targets-Y)	Baseline (BOY)	to Target	by Deadline
	The customer satisfaction percentage will increase through positive interaction between families from diverse backgrounds and school staff as measured by the Parent Stakeholder Survey from	85	90	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	24%	12%	EOY
	Health Related - (Target 100%) Percentage of students tested in FitnessGram that have report cards sent home will increase from	90	100	January 1, 2020

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	Decrease overall referrals and out of school suspensions 15%.	Professional Development 2 Day Restorative Practice training (\$ for subs) Ongoing PD to support RP. RP Walk, Use data to identify students with highest discipline. Implement SNAAP plan targeting the highest referral students with variety of strategies and incentives to reduce the referrals.	Instructional Leadership	12/20/2019	Title I	2,000	On Target	
2 Title I	Increase student and staff attendance 1%.	School-wide PBIS system for teachers and students for academic achievement, honor roll, district assessments, attendance, behavior, literacy, engagement. Create a detailed plan for Incentives/Prizes for Students and Teachers with perfect attendance, no referrals, achieve 3000, engagement.	Student Support Services	5/15/2020	FWCP	25,000	On Target	
3 Title I	Increase Achieve 3000 (campus lexile level average from BOY to EOY 140 points).	Create school-wide literacy focused around using IRACE process used in ELAR classrooms last year. Professional Development over IRACE literacy strategy. Posters in all teachers classrooms. PD- Aug. 16, 2019 Videos for implementation purposes. Supplies for classrooms.	Teacher(s)	10/1/2019	Title I	1,500	On Target	
4 Title I	Part-Time Family and Community Liaison (25 hrs/week) to increase parental involvement, parent portal sign-ups, family events.	Host minimum of 4 parent events throughout the school year. Supplies & Snacks for Parent Events	Other	5/29/2020	Title I	15,000	On Target	
5 Title I	PE teachers will test 100% of students on Fitnessgram.	Give students their individual fitnessgram results with report cards to go home to parents upon completion of testing. Have students sign for their fitnessgram results. Stamps to also mail results to parents.	Teacher(s)	1/31/2020	Title I	500	Not Started	
6	Decrease overall referrals and out of school suspensions 15%.	Mentor Program "From the Heart"	Principal		Local (Basic Allotment)	2,000	Not Started	
7	Increase communications from school to home.	Newsletters, postage, parent events, warning letters for attendance, parent portal sign-ups, family events, snacks for parents at events.	Principal		Local (Basic Allotment)	3,000	On Target	
8	Improve culture and climate	Update equipment, furniture	Principal	10/4/2019	Local (Basic Allotment)	3,500	Not Started	

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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:

061 - Leonard MS

→ Budget Allotment Summary →	Local (Basic Allotment)	SCE	CTE	Bilingual	Gifted & Talented	Special Education	Title I	TOTAL Allotment
	\$ 47,900.00	\$ 10,244.00	-	\$ 1,487.00	\$ 468.00	\$ 9,258.00	\$ 212,335.00	\$ 281,692.00

Fort Worth Independent School District 2019-2020 Campus Improvement Plan

Budget Summary

Principal: Williams-Ridley, Cathy

Executive Director: Rian Townsend

Summary by Fund Source

Fund Source →	Local Basic Allotment	SCE State Compensatory Education	CTE	Bilingual	Gifted & Talented	Special Education	Title I	GRAND TOTAL budgeted in CIP
Academic Excellence Goals	\$ 33,400.00	-	-	-	\$ 468.00	-	\$ 100,134.00	\$ 134,002.00
Mission	\$ 6,000.00	\$ 10,244.00	-	\$ 1,487.00	-	\$ 9,258.00	\$ 93,201.00	\$ 120,190.00
Learning Environment Goals	\$ 8,500.00	-	-	-	-	-	\$ 19,000.00	\$ 27,500.00
Total Allocated	\$ 47,900.00	\$ 10,244.00	-	\$ 1,487.00	\$ 468.00	\$ 9,258.00	\$ 212,335.00	\$ 281,692.00
Percent Budgeted	100%	100%	0%	100%	100%	100%	100%	100%

Other Funding Sources	Source	PTA/PTO	Community Partner	Corporate	Non-Profit	FWCP	School Improvement	Other	Total
	Amount	-	-	-	-	\$ 25,000.00	-	-	\$ 25,000.00