

# Blakemore Middle School Campus Improvement Plan 2015-2017



**Blakemore Middle School  
2015-2017 Campus Improvement Plan**

Board Approved on – June 16, 2015

*District Mission Statement*

*Boys Ranch Independent School District offers every student the opportunity to belong to a school community built on mutual respect, unconditional acceptance, and academic excellence.*

*District Vision Statement*

*Boys Ranch Independent School District will maintain a positive, diverse, and supportive environment in which students learn to recognize their own talents and strengths and develop selfdiscipline to be successful in their future and live with integrity.*

*Campus Mission Statement*

*The Blakemore Middle School exists to serve the unique academic, physical, social, and emotional needs of students who are in a special and critical period of their lives as they change from childhood to adolescence. The staff of Blakemore Middle School is committed to creating and maintaining a positive and orderly environment where teaching and learning are aligned to the needs of the students.*

*Campus Vision Statement*

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*Blakemore Middle School's vision is to move the campus towards a more student-centered classroom environment so students can develop self-discipline and feel they will be successful as they move towards the next grade level.*

Committee Membership

Classroom Teachers

Amie Reid

Tasha Yarbrough

Adan Carrasco

Andrew Kaspar

Community

Mike Pacino

Chairperson

Kenneth Brown

Non-Teaching Professional

Catrena Heinrich

Parent

Susie Self

Narrative of Philosophy and Needs Assessment

Blakemore Middle School is located in Boys Ranch, Texas, at 30 Julian Bivins Boulevard. The current enrollment for grades six through eight is 81 students. The Blakemore Middle School faculty consists of a dedicated team of professionals who take a special interest in students both academically and socially. Blakemore Middle School is located in the heart of Cal Farley's Boys Ranch

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residential care facility. Site-based decision making has been part of the communication process for several years. The faculty strives to provide a foundation that will ensure success beyond academics. Students are strongly encouraged to take part in as many extracurricular activities as possible.

### **Parent and Community Involvement**

The care providers and house parents are an integral part of Blakemore Middle School's initiatives. Blakemore Middle School utilizes Title I Parental Involvement Committee meetings to communicate school policies, needs, and guidelines. This provides a vital link between Boys Ranch Independent School District and Cal Farley's Boys Ranch.

### **Academics**

Our academic goals for the 2015-2016 school years will be to maintain and improve upon the 2014-2015 scores. Students are taught using the TEKS Resource System as a guideline and curriculum. Teachers are incorporating more project based learning and the 21<sup>st</sup> Century skills that they have learned in Professional Development into their curriculum. Our intent is to move the classroom instruction to a more student lead model.

### **Technology**

Blakemore Middle School will continue to make the use of 21<sup>st</sup> century technology a priority. For the 2015 -2016 school years, we will continue to update our campus computers, and provide continued professional development on best practices. We will use our Tech lab to support the classroom. Lastly, the recent addition of a technology applications class will continue to help foster an environment of increased technology usage in the classrooms.

### **Special Education**

Currently we have 18% of our students who qualify for special education services. Blakemore has 1 resource teacher and case manager for special education students. This service will continue for the 2015-2016 school years.

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### **Curriculum and Instruction**

- All classroom teachers will be involved in Teaming during the school day.
- Comprehensive tutorial/RTI periods are offered each morning to meet the needs of all students.
- Gifted and Talented students will be served during the RTI period.
- Integration of the TEKS Resource System as a curriculum guide and support for classroom instruction. TEKS Resource System provides a comprehensive and vertically aligned curriculum for the middle school campus.

### **Communications**

- Increased communications between Blakemore Middle School and Cal Farley's Boys Ranch care providers. We keep an open-door policy and have care providers come to our campus throughout the day.
- Homelife conferences are conducted frequently throughout the school year to address the varied needs of our students.
- Fifth grade orientation at the end of the current school year to acquaint incoming students with the teachers and students of Blakemore Middle School. **Discipline**
- Maintain PBIS, a campus wide discipline plan to address the specific needs of Blakemore Middle School.
- Rider Reward System designed to address classroom management and rewards for good behavior.
- District level Behavior Support Specialist will provide support for campus teachers and students.

### **School Safety**

- Develop a comprehensive school safety plan in conjunction with Cal Farley's Boys Ranch.

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## Philosophy and Needs Assessment

The campus staff and the school improvement team have looked at and will continue to look at various aspects of Blakemore Middle School and campus needs. STAAR data, Benchmarks results, discipline referrals, surveys, TEKS Resource System assessments and any information that would help with the overall campus improvement will be studied with modifications forthcoming.

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School Improvement at Blakemore Middle School will focus on the most effective ways of instruction and learning. We will conduct staff development regarding classroom procedures, activities, instruction and ongoing assessment. The belief that a collaborative inquiry process should guide our focus on standards and aligning the instructional process on achieving those standards for every student provides the foundation for our improvement process.

Standards-based education includes agreed upon, high-levels of expectation and performance. These standards provide clear direction, free teacher time to focus on instruction, validate professionalism, and allow for clear accountability.

**With the inquiry process, PLC, formative assessments and constant collaboration we can be successful. Our success involves an eight-step process that includes:**

1. Build shared responsibility and commitment to student learning, vision, and standards.
2. Collect and analyze student data.
3. Identify a learner-centered problem.
4. Set measurable student learning goals.
5. Understand the problem identified within your teaching-learning system.
6. Develop systematic action plans.
7. Take action.
8. Monitor results.

**The challenge for the staff at Blakemore Middle School is to:**

- Study and understand program strengths and weaknesses;
- Accept responsibility for student performance;
- Accept responsibility for solving problems; • Work together across school boundaries; and
- Share success with everyone.

A review of data included STAAR results, Adequate Yearly Progress results, PBMAS results, PEIMS data, and Discipline Records along with small group processes. After analysis of the data and a review of the 2014-2015 progress, the committee added, revised, or deleted district objectives, strategies, and activities.

Focused Areas:

- Demographics

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- Student Achievement
- School Culture and Climate
- Staff quality, recruitment and retention
- Curriculum, instruction and assessment
- Family and community involvement
- School Organization
- Technology

As a committee, the group discussed strategies and activities for each prioritized need. Each activity/strategy was evaluated to test for alignment with the district goals.

The campus improvement plan consists of the strategies determined to accomplish the adopted school board objectives along with the ongoing objectives and strategies still in effect based on the data analysis of student achievement and school success.

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**Student Achievement Results for 2015  
Level II: Satisfactory at Phase-In Standard  
Grades 6-8 STAAR**

<b>Grade</b>	<b>Reading</b>	<b>Mathematics</b>	<b>Writing</b>	<b>Science</b>	<b>Social Studies</b>
<b>6</b>	<b>85%</b>	<b>54%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>7</b>	<b>78%</b>	<b>71%</b>	<b>56%</b>	<b>NA</b>	<b>NA</b>
<b>8</b>	<b>94%</b>	<b>61%</b>	<b>NA</b>	<b>88%</b>	<b>70%</b>
<b>Campus</b>	<b>73%</b>				

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**BRISD Board of Trustees  
District Goals  
Developed 11-19-2013**

Goal #1: BRISD will build positive relationships and collaborate to maintain a community that fosters emotional and physical security.

Goal #2: All BRISD programs will strive to inspire in each student the vision and grit to attain state levels of achievement.

Goal #3: BRISD will enhance and expand opportunities for students to explore and prepare for postsecondary college and careers.

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**District Improvement Goals and Objectives**

1. All BRISD students will learn and succeed at high academic levels as required by the TEKS.
  - a. BRISD will implement a rigorous curricula and assessments aligned with district and state standards.
  - b. BRISD will ensure high levels of learning, social emotional development and achievement for all students through knowledge of students and proven practices.
  - c. BRISD will ensure that effective instruction maximizes growth of individual students and student groups, supports equity, and eliminates the achievement gap.
  - d. BRISD will implement creative schedules that support teacher collaboration with instructional planning and student progress reporting and analysis.
2. All BRISD students will be prepared for post-secondary college or career opportunities.
  - a. BRISD will increase the number of students meeting the college readiness standards.
  - b. BRISD Career and Technology Education department will increase student enrollment and expand courses, programs, and facilities.
3. All BRISD campuses will provide a safe, healthy, and orderly environment as a means to support the physical and emotional safety of all students.
  - a. BRISD will reduce percentages of students assigned to alternative placements (ISS, DAEP, and OSS) to maximize classroom learning for all students.

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- b. BRISD will provide health and safety programs for staff and students as a method of prevention and intervention.

**Blakemore Campus Goals and Objectives**

1. All Blakemore students will learn and succeed at high academic levels as required by the TEKS.
  - a. Blakemore will implement a rigorous curricula and assessment aligned with district and state standards.
  - b. Blakemore will implement the “Write Brain” writing curriculum in all ELA classes to improve writing throughout the curriculum.
  - c. Blakemore will ensure high levels of learning, social-emotional development and achievement for all students through knowledge of students and proven practices.
  - d. Blakemore will ensure that effective instruction maximizes growth of individual students and student groups, supports, equity, and eliminates the achievement gap.
  - e. Blakemore will implement creative schedules that support teacher collaboration with instructional planning, student progress reporting and analysis.
  
2. All Blakemore students will be prepared for High School curriculum which will prepare the students for post-secondary college or career opportunities.
  - a. Blakemore will increase the number of students meeting the college readiness standards.
  - b. Blakemore will continue to provide Technology Applications for all 8th grade students and continue to expand technology into the 6th and 7th grade core classes.

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3. Blakemore will provide a safe, healthy, and orderly environment as a means to support the physical and emotional safety of all students.
  - a. Blakemore Middle School will reduce percentages of students assigned to alternative placements (ISS, DAEP, and OSS) to maximize classroom learning for all students.
  - b. Blakemore will provide health and safety programs for staff and students as a method of prevention and intervention.

**CAMPUS GOAL #1:** All Blakemore students will learn and succeed at equally high academic levels as required by the TEKS.

**PERFORMANCE OBJECTIVE # 1:** Blakemore will implement a rigorous curricula and assessment aligned with district and state standards.

Strategies/Activities	Funding Source	Staff Responsible for Monitoring	Evidence of Implementation	Evidence of Impact	Formative Reviews			
					Nov	Jan	Mar	June
Provide on-going training and support to monitor multiple forms of student data to inform instructional and intervention decisions to maximize student achievement.	199 Title I Region 16 contract	Principal, Assistant Principal, Internal and external (Region 16) instructional coach	Training materials, Faculty meetings, teaming meetings, principal reports. Data meetings bringing multiple forms of student data/work to make informed decisions.	Improvement in lesson plan development. Walkthrough data, teacher evaluations, student progress reports. STAAR results.				
Ensure deep analysis of student data that connect to		Instructional coach	Teachers will use results to reflect on teacher instructional practices	More opportunities for students to utilize their	Nov	Jan	Mar	June

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specific instructional strategies.			and behaviors in relation to student success.	individual learning patterns, habits and needs to achieve high levels of academic and social-emotion success as measured by multiple student progress reports.				
Instructional leaders will develop high quality instructional practices among teachers that improve student performance.	199 Title I	Principal Instructional Coach Classroom Teachers	Documents indicating a campus system for monitoring the implementation and effective use of research-based instructional strategies in every classroom.	Staff will become knowledgeable of the research of effective instruction and the impact on student achievement as evidenced by teacher evaluation data.	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

**CAMPUS GOAL #1:** All Blakemore students will learn and succeed at equally high academic levels as required by the TEKS.

**PERFORMANCE OBJECTIVE # 2:** Blakemore will implement the “Write Brain” writing curriculum in all ELA classes to improve writing throughout the curriculum.

Strategies/Activities	Funding Source	Staff Responsible for Monitoring	Evidence of Implementation	Evidence of Impact	Formative Reviews			
					Nov	Jan	Mar	June
All lessons will follow the prescribed curriculum from the Write Brain program and be integrated into the YAG.	199 Title I	Instructional Coach Classroom Teachers	Documentation indicating that the writing program is being followed and that the students will produce books from the program.	Student achievement gains in the classroom as measured by formative assessments, grades, behavior reports (LLR data).				

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Blakemore teachers will design clear, well-organized, sequential lessons that reflect best practice, align w/standards and are appropriate for diverse learners.	199	Classroom teachers	Teacher lesson plans and the teachers' common classroom practices.	Student achievement gains in the classroom as measured by formative assessments, grades, behavior reports (LLR data).	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

**CAMPUS GOAL #1:** All Blakemore students will learn and succeed at equally high academic levels as required by the TEKS.

**PERFORMANCE OBJECTIVE # 3:** Blakemore will ensure high levels of learning, social-emotional development and achievement for all students through knowledge of students and proven practices.

Strategies/Activities	Funding Source	Staff Responsible for Monitoring	Evidence of Implementation	Evidence of Impact	Formative Reviews			
					Nov	Jan	Mar	June
All lessons will connect to student's prior knowledge, life experiences, interests and future learning expectations, across the content areas.	199 Title I	Instructional Coach Classroom Teachers	Documentation indicating a campus system for monitoring guidance regarding instruction in order to ensure effective practices in every classroom.	Student achievement gains in the classroom as measured by formative assessments, grades, behavior reports (LLR data).	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	199				<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

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Blakemore teachers will design clear, well-organized, sequential lessons that reflect best practice, align w/standards and are appropriate for diverse learners.		Classroom teachers	Teacher lesson plans and the teachers' common classroom practices.	Student achievement gains in the classroom as measured by formative assessments, grades, behavior reports (LLR data).				
Blakemore will implement a systemic evaluation and supervision program that includes performance pay.	199	District Leadership Team	Documentation indicating a campus system for monitoring guidance regarding instruction in order to ensure effective practices in every classroom.	Staff will become knowledgeable of the research of effective instruction as evidenced by teacher evaluation data.	Nov	Jan	Mar	June
Strengthen homework practices district-wide.	199	Campus Leadership Team Classroom Teachers	Develop homework guidelines based on the purpose of homework.	Increase the quality and frequency of students completing and turning in their homework on time.	Nov	Jan	Mar	June

**CAMPUS GOAL #1:** All Blakemore students will learn and succeed at equally high academic levels as required by the TEKS.

**PERFORMANCE OBJECTIVE # 4:** Blakemore will ensure that effective instruction maximizes growth of individual students and student groups, supports, equity, and eliminates the achievement gap.

Strategies/Activities	Funding Source	Staff Responsible for Monitoring	Evidence of Implementation	Evidence of Impact	Formative Reviews			
					Nov	Jan	Mar	June
Implement and strengthen RtI structures and supports on all campuses	199	Principals	RtI reports and progress monitoring	Student progress reports of grades, formative and summative assessments showing increased achievement levels.	Nov	Jan	Mar	June
	199	All Staff			Nov	Jan	Mar	June

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Develop relationships with BR community so as to develop good will and trust in the schools ability to close achievement gaps.	Title I		Conversations between BRISD and BR Staff. Positive teaming meetings.	An understanding of the importance of a shared understanding of equity within the school community as measured by staff climate survey.				
Utilize campus leadership teams to identify and secure additional resources necessary to eliminate achievement gap among student groups.	199 Title I	Principals Instructional Coach	Analysis of relevant data and alignment of appropriate resources with school improvement priorities to maximize achievement growth for all students.	Differences in student achievement among student groups are not significant. Data comparisons each six weeks.	Nov	Jan	Mar	June
All BRISD teachers will complete 30 hour gifted and talented training online.	199 Title I Reg. 16 SD Contract	Classroom Teachers	All teachers assigned gifted and talented students have the required GT hours	All GT students will perform at the STAAR Level III.	Nov	Jan	Mar	June
Implement and strengthen special education inclusion support	199 IDEA B	Principals Special Education Teachers	Development of district-wide practices and procedures which target student disabilities	Student Achievement, SE progress reports, closing the achievement gap.	Nov	Jan	Mar	June

**CAMPUS GOAL #1:** All Blakemore students will learn and succeed at equally high academic levels as required by the TEKS.

**PERFORMANCE OBJECTIVE # 5:** Blakemore will implement creative schedules that support teacher collaboration with instructional planning, student progress reporting and analysis.

Strategies/Activities	Funding Source	Staff Responsible for Monitoring	Evidence of Implementation	Evidence of Impact	Formative Reviews			
	199	District			Nov	Jan	Mar	June

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Ensures that knowledge of teaching and learning serves as the foundation for the school's professional learning collaboration among staff.		Leadership Team	Analysis of instructional implementation data that provides staff with on-going opportunities to master the use of effective instructional strategies.	Increase in teacher and student engagement as evidenced by walk-through data and teacher evaluation data that improve student performance.				
Utilize instructional performance data to encourage self-reflection and engage teachers in performance improvement conversations about instructional planning and delivery.	199	Campus Principals Instructional Coach	Monthly teacher staff development logs Campus Staff Development Plans	Staff understands and articulates the adopted instructional model and is knowledgeable of the research of effective instruction and the impact on student achievement.	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Blakemore will develop teachers by giving individual feedback and aligned professional development opportunities.	199	District Leadership Team	Documentation indicating a campus system for monitoring guidance regarding instruction in order to ensure effective practices in every classroom.	Staff will become knowledgeable of the research of effective instruction as evidenced by teacher evaluation data.	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

**CAMPUS GOAL #2:** All Blakemore students will be prepared for High School curriculum which will prepare the students for post-secondary college or career opportunities.

**PERFORMANCE OBJECTIVE # 1:** Blakemore will increase the number of students meeting the college readiness standards.

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Strategies/Activities	Funding Source	Staff Responsible for Monitoring	Evidence of Implementation	Evidence of Impact	Formative Reviews			
					Nov	Jan	Mar	June
Administer career interest surveys.	Campus	Counselor	Results of Surveys	Collect data of how students' career interest change over time based on exposure to career education programs.	Nov	Jan	Mar	June
Provide opportunities to research and explore different Colleges for career choices.	Campus	Instructional Coach Teachers Counselor	Schedule of collaborative projects.	Student's interests in various career pathways are expanded.	Nov	Jan	Mar	June
Administer the Achieve Texas Interest Inventory to 8 <sup>th</sup> grade students.	Campus	Counselor	Results of Inventory	Student's interests in various career pathways are expanded.	Nov	Jan	Mar	June
Blakemore Middle School will participate in a variety of career readiness activities to promote student interest in different career pathways.	Campus	Counselor	Schedule of activities.	Middle School students will become more aware of their career options and 8 <sup>th</sup> grade students will align high school course offerings toward these career options.	Nov	Jan	Mar	June

**CAMPUS GOAL #2:** All Blakemore students will be prepared for High School curriculum which will prepare the students for post-secondary college or career opportunities.

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**PERFORMANCE OBJECTIVE # 2:** Blakemore will continue to provide Technology Applications for all 8<sup>th</sup> grade students and continue to expand technology into the 6<sup>th</sup> and 7<sup>th</sup> grade core classes.

Strategies/Activities	Funding Source	Staff Responsible for Monitoring	Evidence of Implementation	Evidence of Impact	Formative Reviews			
					Nov	Jan	Mar	June
The Counselor will serve as the career facilitator to collaborate with teachers, counselors, and community members and recommend programs of instruction to expose students to various career pathways.	Campus	Instructional Coach Counselor	List of career program implementation will be maintained by the counselor.	Career Investigation activities are aligned to support student career pathways.				
Teachers will integrate 21 <sup>st</sup> century technology skills into the curriculum as a means to enhance the instructional program and explore career pathways.	Campus	Instructional Coach Classroom Teachers	Principals will see students using various forms of technology, students working in teams, problem solving, and critical thinking skills while learning about various career pathways.	Middle School students will become more aware of their career options and 8 <sup>th</sup> grade students will align high school course work toward these career options.				

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**CAMPUS GOAL #3:** Blakemore will provide a safe, healthy, and orderly environment as a means to support the physical and emotional safety of all students.

**PERFORMANCE OBJECTIVE # 1:** Blakemore Middle School will reduce percentages of students assigned to alternative placements (ISS, DAEP, and OSS) to maximize classroom learning for all students.

Strategies/Activities	Funding Source	Staff Responsible for Monitoring	Evidence of Implementation	Evidence of Impact	Formative Reviews			
					Nov	Jan	Mar	June
Work with BR Adventure staff to coordinate after school programs that focus on building a positive school culture.	199	Principals Behavior Resource Officers (BR Staff)	A reduction in alternative discipline placements that meet state requirements	Increase learning time. Reduction in classroom behaviors that interfere with learning through increased social/emotional support.	Nov	Jan	Mar	June
Coordinate with the community/BR training staff to strengthen Blakemore's capacity to meet the emotional needs of all students.	199	Principals Behavior Resource Officers (BR Staff)	A reduction in alternative discipline placements that meet state requirements	Increase learning time. Achievement gains as measured by state/local assessments. Formative assessments.	Nov	Jan	Mar	June
Use a variety of student discipline techniques to meet the behavioral and academic needs of individual students.	199	Principals Behavior Resource Officers Classroom teachers.	Documented use of discipline techniques in office referrals and LLR teacher descriptions of techniques used in the classroom.	Increase learning time. Achievement gains as measured by state/local assessments. Formative assessments.	Nov	Jan	Mar	June

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**CAMPUS GOAL #3:** All Blakemore will provide a safe, healthy, and orderly environment as a means to support the physical and emotional safety of all students.

**PERFORMANCE OBJECTIVE # 2:** Blakemore will provide health and safety programs for staff and students as a method of prevention and intervention.

Strategies/Activities	Funding Source	Staff Responsible for Monitoring	Evidence of Implementation	Evidence of Impact	Formative Reviews			
					Nov	Jan	Mar	June
Provide counseling programs that target current trends along with identified prevention programs	199	Behavior Resource Officers Counselors	A reduction in alternative discipline placements that meet state requirements	Increase learning time. Achievement gains as measured by state/local assessments. Formative assessments.	Nov	Jan	Mar	June
Coordinate with community security to host campus security drills and safety scenarios	199	Superintendent Assistant Superintendent	Scheduled meetings between BRISD/BR principals and security staff	Emergency preparation plan practiced a minimum of twice a year.	Nov	Jan	Mar	June
Blakemore will conduct exercises other than drills to prepare staff and students for responding to an emergency.	199	Superintendent Assistant Superintendent Principals		Emergency preparation plan practiced a minimum of twice a year.	Nov	Jan	Mar	June
Blakemore will conduct healthy eating and nutrition programs to staff and students.	199	Assistant Superintendent	Written Health and Nutrition Plan/Program. Documentation of staff/student participation	Decrease in teacher absences. Increase of student activity as measured by Fitness Gram.	Nov	Jan	Mar	June