



New Diana Middle School

Campus Improvement Plan

2022-2023

November 1, 2022



The Mission of New Diana ISD is to educate and empower students to pursue their goals with a sense of purpose that motivates them to take control of their future and become successful, responsible citizens in an ever-changing world.

In NDISD, we believe:

- all children are given equal opportunity to learn, where every child can expect to be challenged to reach his or her highest level of individual potential
- we are all accountable for the success of our students
- in creating an atmosphere of excellence through citizenship, tradition, and high expectations
- our community and district will work collaboratively to foster and enhance the education of our children
- the hiring and retaining of dependable, knowledgeable, and resourceful staff is essential to the success of the district
- all district campuses and facilities will be equitable and the pride of the community
- New Diana ISD will set the standard for excellence
- all planning and actions will be purposeful and involve a high level of engagement
- disciplined people, in both thought and action, will achieve greatness over mediocrity

Vision Statement: Inspiring to Dream, Working to Fulfill, Soaring to Success.

Administrators

Committee Members

Jordyn Livingston, Middle School Principal	Paula Hjorth, Teacher
Tim Vandegriff, Assistant Principal	Jackie France, Teacher
Trisha Sampson, Student Services	Reagan Lee, Teacher
	Samantha Szydolski, Teacher
	Laurie Fraser, Teacher
	Megan Foreman, Business Representative
	Ashley Orr, Community Member
	Kaila Fuller, Parent Representative

New Diana Middle School 2022-2023

District Goals

As set by the District Board of Trustees Fall 2022 Revisited Spring 2023

President Jeff Hamilton, Vice President Donald Willeford, Secretary Karen Holt, Dwayne Leach, Jodie Stark, Becky Smith, TJ Shafer

Goal 1: Develop a supportive learning environment to ensure students are achieving their highest potential.

Goal 2: Seek and retain exceptional team members through a systematic hiring process.

Goal 3: Capitalize our resources to meet the needs of all stakeholders.

Goal 4: Monitor district growth, both in number of students and in programs, resulting in a master facility plan.

Goal 5: Create a purposeful communication to expand partnerships by engaging stakeholders to increase district leverage and be a collaborative community.

Comprehensive Needs Assessment

2022-2023

Data Sources Reviewed:

STAAR 3-8, TAPR, Strategic Plan, Attendance, Discipline, State Accountability Report, Distinction Designation Report, T-TESS Results

Area Reviewed	Summary of Strengths	Summary of Needs	Priorities
Demographics	District continues to grow in diversity; growing enrollment	Increasing ECD and At-Risk populations Assist with ESL Learners becoming proficient in English;	Training for teachers dealing with At-Risk and ECD students. Training frameworks of poverty Training for ESL Teachers.
Student Achievement	Met Standard	Increase the number of meets and masters students on STAAR. Targeted Supports for Sub Pops that did not meet targets for three consecutive years.	Train teachers on an accountability system. Look at new testing items and train on the rigor of those items. Train teachers in using their data to drive instruction. Strengthen RtI plan on the campus.
School Culture and Climate	Quality staff and students	Clear Procedures and expectations for teachers and students. Resources for houses	Introduce discipline form to streamline the discipline process. Improve communication with staff. Restorative practices, resources for house meetings.
Staff Quality/Professional Development	Staff is GT certified, many are highly experienced and motivated.	Assessment writing and instructional practices.	Train staff on how to use data to drive instruction. Test bank for the creation of Assessments that are aligned with STAAR.
Curriculum, Instruction, and Assessment	Resources- TEKS RS, EdGalaxy, Maps, StemScopes, Curriculum resources	9 Weeks Formative Assessments that are aligned with STAAR. Improve instruction to increase the number of students at meets and masters.	Assessments that aligned with STAAR. Improve instruction to increase the number of students at meets and masters.
Family and Community Involvement	NDMS has strong family and community involvement; Social Media Presence, and School Messenger,	Increase school presence on district/campus website, and Social Media.	Continue to inform and communicate with parents via social media and school messenger. Increased visibility of MS administrators to students, staff, and parents.
School Context and Organization	Multiple sources of data with which to drive decision making	STAAR Performance, using data effectively to drive instruction.	Improve instructional delivery, use of a data, and better assessments to improve

	process; strategic planning model; staff surveys;		learning and increase STAAR Performance
Technology	Class Sets of ChromeBooks, upgrading and replacing technology in classrooms	Continue to upgrade technology and replace aging equipment. Need to be up to date to test STAAR online as a campus.	Improve technology resources that improve instruction. Headphones for the campus. Class set of graphing calculators Two more class sets of chromebooks. Ipads as dictionaries.

The following funding sources support the strategies implemented to address the identified needs: Titles: IIA, III, Special Education, State Special Program Funds, and Local.

Goal 1	<i>Develop a supportive learning environment to ensure students are achieving their highest potential.</i>
Objective 1	<i>Increase the percentage of students reaching meets and masters performance in ELAR, Math, Science and Social Studies.</i>

Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Utilize weekly grade level meetings to discuss data, concerns, and lesson plans to help make sure instruction is aligned with state SE's.	TAPR, Distinction Designation Report, School Report Card	Staff & Students At-Risk	Local Budget	Principal, Assistant Principal, Lead Teachers, Curriculum Coordinators	Weekly 9 weeks	T-TESS, Teacher Sign-In, Grade Level & Data Agenda, Artifacts from Data meeting, Lesson Plans, MAPS data
Continue 9 weeks Formative assessment using exam schedule to increase the amount of time available to assess students in multiple ways to ensure mastery of the TEKS	TAPR, Lead Teacher discussions, Distinction Designation Report, Campus Report Card	All Students	Local Budget	Principal, Assistant Principal, Lead Teachers, Curriculum Coordinators	9 Weeks	Exam Schedule, Exams, Teacher Feedback
Staff Professional Development with all subject area teachers to discuss the A-F Accountability System and staff roles	TAPR, Distinction Designation Report, School Report Card	All	Local Budget Lead4ward	Principal, Assistant Principal, Staff, Curriculum Coordinators	August 10, 2022 August 2022 - May 2023	T-TESS, Teacher Sign-In, Data Meetings
Provide targeted interventions for students identified as able to achieve meets or masters.	ALL	Staff & Student	Local Budget	Principal Teachers Curriculum Coordinators	End of Each 9 weeks	STAAR Scores, Unit Assessments, Benchmarks Read Naturally, MAPS Progress Learning, Read Naturally
Implement 30 Minute Eagle Impact to allow teachers the opportunity to work with students to increase the number of students at Meets and Masters	Ed Galaxy Data DMAC Data MAPS TAPR	ALL	Local Budget	Principals Teachers Curriculum Coordinators	August 2022 - May 2023	STAAR Scores, 9 Weeks Assessments Ed Galaxy Reports Read Naturally MAPS
Implement grade level specific Reading and Math Remediation class in conjunction with HB 4545 Summer School to address individual needs of students that were unsuccessful on STAAR	DMAC, TAPR Ed Galaxy,	At- Risk	SCE FTE	Principal Teachers	August 2022 - May 2023	Unit Assessment Data Ed Galaxy STAAR Maps Read Naturally

Goal 1	<i>Develop a supportive learning environment to ensure students are achieving their highest potential.</i>						
Objective 2	<i>Decrease the number of students who did not meet growth targets and increase the number of students achieving meets and masters.</i>						
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation	
Ensure teachers in ELA and Math have looked at individual student test scores from the previous year and understand what each of their students must make in order to reach growth targets.	TAPR, DMAC Student Portfolio	Staff & Students,	Local Budget,	Principal, Asst. Principal Lead Teachers Curriculum Coordinators	August 2022 - May 2023	T-TESS; STAAR Scores , Unit Assessments, 9 week Benchmarks, Prediction Data Charts, Data Wall	
Provide Campus and Outside Source PD for teachers (Region 7,GT Instructional training, In-House Teachers for PD)	All	All At-Risk	Local Budget	Principal, Assistant Principal, Lead Teachers	August 2022 - May 2023	T-TESS; STAAR Scores , Teacher Led Training	
Conduct walkthroughs weekly to ensure that teachers are on pace and teaching the TEKS.	DMAC Walkthrough Logs	Staff	Local Budget	Principal, Asst. Principal	September 2022 - May 2023	T-TESS, STAAR Scores,	
Implement programs, events, speakers, and campus care closet to meet the social and emotional needs of all students and staff to meet their basic needs in order to provide a more positive and productive learning environment	Shac Committee Needs Assessment Survey	ALL	Local Budget Donations	Principal, Asst, Principal, LPC, PTO			

Needs Assessment: TAPR=Texas Academic Performance Report, NS=Needs Survey SP=Strategic Plan, O=Other (specify) TEC=Texas Education Code, PEIMS=Public Education Information Management System,

Special Population (SP. Pop.): GT=Gifted and Talented, AR=At Risk, SE=Special Education, E=Ethnicity

Goal 1	<i>Develop a supportive learning environment to ensure students are achieving their highest potential.</i>					
Objective 3	<i>Improve the performance of all sub-pops to meet growth targets.</i>					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Increase student performance STAAR for all sub-populations.	TAPR, School Report Card, DMAC	All	Local Funds	Principal, Asst. Principal, Teachers	August 2022 - May 2023	STAAR Scores
Increase performance on STAAR and provide additional supports for students who are considered At-Risk	TAPR, DMAC	At-Risk	SCE Funds	Principal, Asst. Principal, Teachers	August 2022 - May 2023	STAAR Scores
Provide a targeted skill and differentiated teaching learning environment offering a more personalized learning experience.	All	All	Local Budget	Principal, Asst. Principal, Teachers	August 2022 - May 2023	Staff Surveys, Staff Needs

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Goal 2	<i>Seek and retain exceptional team members through a systematic hiring process.</i>					
Objective 1	<i>Recruit and Reduce turnover of highly qualified teachers.</i>					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Continue to highlight student/teacher successes inside/outside classroom (Twitter, FaceBook, Web Page, Student(s) of the Month, Employee of the Month) Birthdays	TAPR	All	Local Budget, Campus Newsletter, Social Media	Principal, Teachers	August 2022 - May 2023	End of the Year surveys, FAQ's
Continue and grow PTO for the campus and increase parent and community involvement	Staff Needs Survey, Site Base Committee	ALL	Local Funds, Donations	Principal, PTO President, Teachers, Parents, Staff	August 2022 - May 2023	Staff Survey, Various events/functions of PTO

Continue to grow UIL Academic program	Staff, Site Based Committee	All	Local Funds	Principal Assistant Principal Staff	August 2022 - May 2023	List of students participating. Record and publicize winners Points earned toward Incentive Reward System/9 week reward
Connect new and/or zero year teachers to mentors and lead teachers.	Staff Needs Survey, Site Base Committee	ALL	Local Funds	Principal Lead Teachers	August 2022 - May 2023	Staff Survey
Create buy-in from teachers, students, and parents by build relationships with students through their involvement in the Incentive point systems and 9 week rewards.	Staff Needs Survey, Site Base Committee	All	Local Funds	Principal, Asst. Principal, Teachers	August 2022 - May 2023	Staff Surveys
Utilize campus leadership team and staff to make campus decisions.	Staff Needs Survey	All	Local Funds	Principal, Asst. Principal Lead Teachers	August 2022 - May 2023	Staff Surveys Leadership Retreat
Connect with local universities to mentor and speak with college students in the education preparation programs, encourage student teaching and observation opportunities to encourage desired employment opportunities	ALL	All	Local Funds	Principal, Asst. Principal, Teachers	November 2022-2023	End of the Year surveys, FAQ's

Goal 2	<i>Seek and retain exceptional team members through a systematic hiring process.</i>
Objective 2	<i>Ensure clear processes and procedures for a safe and secure campus.</i>

Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
Continue/update to conduct scheduled evacuation, fire, lockdown drills, implement lock at the back door	TEC 37.108	All	Local Budget	Principal, SRO	August 2021 - May 2022	End of year review of calendar
Continue to develop clear procedures for student discipline.	NS	All	District Budget	Principal, Assistant Principal	August 2021 - May 2022	End of Year Report
Implement and utilize Student Services and Licensed Profession Counselor Positions.	Shac Needs Assessment	All	District Budget	Principal, Assistant Principal	August 2022-May 2023	Staff and Parent Surveys
Train all staff on campus safety procedures and drills through implementation of new campus safety procedures and door audits.	TEA requirements and needs assessment	All	Local Budget	Principal, Assistant Principal, Staff	August 2022-May 2023	End of Year Report TEA Door Audit Navigate 360
Install new doors and additional front office staff to increase building safety.	TEA requirements and needs assessment	ALL	District Budget	Principal, Assistant Principal	August 2022- May 2023	End of Year Report TEA Door Audit Navigate 360

Goal 3	<i>Capitalize our resources to meet the needs of all stakeholders.</i>					
Objective 1	<i>Research and identify the resources, inside and outside the district, for enhancement of the campus.</i>					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
Continue to utilize work orders, technology work orders, maintain facilities through campus beautification projects and frequent maintenance checks.	SP	All	Local budget	Community, Supt., Bus. Mgr., Principal	August 2022 - May 2023	End year report; Feedback from community & staff
Research local animal therapy organizations to support students social and emotional needs.			Local budget	Principal, Assistant Principal, District Licensed Professional Counselor	Ocother 2022 - May 2023	Stakeholder survey

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Goal 4	<i>Monitor district growth, both in number of students and in programs, resulting in a master facility plan.</i>
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Objective 1	<i>Analyze current and future facilities/land needs and develop a plan to be implemented.</i>						
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation	
Continue to upgrade classrooms with modern technology and furniture Purchase and install water fountains	SP, Pop, NS	All	Local Budget, Donations, SCE	Principal, Maintenance, Technology, PTO	August 2022 - May 2023	Teacher Evaluations/Survey	
Budget for campus furniture and equipment replacement.	All	All	Local Budget	Principal	August 2022 - May 2023	Staff Surveys, furniture replacement schedule	
Utilize PTO in upgrading campus appearance in combination with student clubs	All	All	Local Funds, Donations	Principal, PTO President	August 2022 - May 2023	Feedback from students and families	
Provide a flexible teaching and learning environment offering a more personalized learning experience.	All	All	Local Budget	Principal, Asst. Principal, Teachers	August 2022 - May 2023	Staff Surveys, Staff Needs	

Goal 5	<i>Create a purposeful communication to expand partnerships by engaging stakeholders to increase district leverage and be a collaborative community.</i>						
Objective 1	<i>Create consistent, purposeful two-way communication with the community.</i>						
Strategies	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation	
Continue to utilize School Messenger as outlined in the District Plan, utilize social media i.e. Twitter, Facebook, Email, (Marquee), SpoortsYou, NDMS Web Page, GroupMe	SP	All	Local Budget, School Messenger	Principal, Assistant Principal, Campus Technology Coordinator, PTO	August 2022 - May 2023	Feedback from community, students & staff	
Continue to utilize the Safe Schools/Navigate 360 System (Student and Teacher resource) anonymous alerts	SP	All	District Budget	Principal, Assistant Principal, SRO	August 2022 - May 2023	End of the year PEIMS report	
Continue student representation at monthly SHAC meetings	SP	All	Local Budget	Principal	August 2022 - May 2023	Sign in sheets; surveys	

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