

# **Spring Branch Independent School District**

## **Northbrook Middle School**

### **2020-2021 Campus Improvement Plan**



# Mission Statement

*Inspiring minds. Shaping lives.*

In SBISD our promise to our entire community is to **inspire minds** and **shape lives by:**

improving academic performance of all students,  
graduating all high school students, and  
preparing all students with the qualifications and skills necessary to enter college or post-secondary training and exit successfully.

## Vision

### The Knight Way

We are a team that learns and grows. We commit to be better every day by building habits for personal and professional success that empower us to set high expectations and own our personal learning journeys.

### Commitments:

**Community:** We build secure relationships across the entire Northbrook community.

**Support:** We support each other to set and attain purposeful goals.

**Feedback:** We take responsibility to engage in relationships that promote honest conversations to foster growth.

**Growth:** Acknowledging where we are now and where we're going, we release our fear of failure and boldly own our personal learning journeys.

## Core Values

### Every Child

We put students at the heart of everything we do.

### Collective Greatness

We, as a community, leverage our individual strengths to reach challenging goals.

### Collaborative Spirit

We believe in each other and find joy in our work.

**Limitless Curiosity**

We never stop learning and growing.

**Moral Compass**

We are guided by strong character, ethics and integrity.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

The student population at Northbrook Middle School has increased 4% since the 2017-2018 school year. The demographics remain about the same. At the end of the 2019-2020 school year, our student population was made up of approximately 93% Hispanic, 2% White, 2% African American, 1% Asian, and 1% Other. The English Learners population increased from 54% to 61% in the 2018-2019 school year. The Students with Interrupted Formal Education (SIFE) population went from 3 students in 2017-2018 to 32 students in 2018-2019. The economically disadvantaged population increased from 91.4% to 97%. The school class size increased from 24.4 to 27.7 students per class.

The overall student attendance percentage increased during the 2019-2020 school year.

### Demographics Strengths

Northbrook Middle School celebrates the following strengths:

- Staff adapting to the needs of the school.
- Master schedule established to accommodate the needs of the students.
- Increase of .02% in overall student attendance.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** Lack of academic proficiency gained to exit and limited English language usage and experiences at home. **Root Cause:** Many of our students are English Learners, so they are still developing their English language skills.

**Problem Statement 2:** Many students come to us with limited experiences, background knowledge, and language. **Root Cause:** Lack of access, opportunities and, in some cases, formal education.

# Student Learning

## Student Learning Summary

Northbrook Middle School has focused on personalizing learning for all students. This has taken place in all content areas, allowing for students to have access to content at their appropriate level, while pushing them to maximize their learning. Studnets are given access to their data and track their learning and growth throughout the school year.

All students are tracked throughout the year on their progress, with special attention focused on EL and Special Education students, ensuring their needs are met in the mainstreamed classroom setting. In order to best support the EL Newcomers, we started a sheltered instruction class.

Based on the 2018-2019 school year, there was growth in several content areas and grade levels. The 2018-2019 STAAR data are:

### Reading:

6th Grade: Approaches 44% (+5%); Meets 14% (-1%); Masters 3% (-4%)

7th Grade: Approaches 56% (+7%); Meets 29% (+11%); Masters 13% (+6%)

8th Grade: Approaches 64% (+2%); Meets 28% (+7%); Masters 7% (-2%)

### Math:

6th Grade: Approaches 64% (+4%); Meets 23% (-2%); Masters 6% (-1%)

7th Grade: Approaches 57% (-1%); Meets 28% (+7%); Masters 13% (+6%)

8th Grade: Approaches 83% (+10%); Meets 39% (+14%); Masters 1% (-2%)

Algebra I: Approaches 100% (N/C); Meets 91% (+6%); Masters 64% (+3%)

### Writing:

7th Grade: Approaches 35% (+3%); Meets 12% (+4%); Masters 2% (+1%)

### Science:

8th Grade: Approaches 55% (+5%); Meets 21% (-4%); Masters 8% (+1%)

### Social Studies:

8th Grade: Approaches 35% (+2%); Meets 9% (+1%); Masters 3% (N/C)

Based on the STAAR data, there were overall increases in Approaches, Meets, and Masters level performance.

In addition to STAAR, our students are also administered the MAP assessment three times per year. We place emphasis on the Conditional Growth Index (CGI) which is calculated after the EOY assessment is given. Below are the data for Reading and Math by grade level:

Reading			
	17-18	18-19	Change
6th Grade	CGI - 42	CGI - 49	+7 points
7th Grade	CGI - 52	CGI - 72	+20 points
8th Grade	CGI - 44	CGI - 61	+17 points
Total (Goal)	CGI - 45	CGI - 61 (53)	+16 points (+8 points)

Math			
	17-18	18-19	Change
6th Grade	CGI - 47	CGI - 46	-1 point
7th Grade	CGI - 49	CGI - 74	+25 points
8th Grade	CGI - 53	CGI - 67	+14 points
Total (Goal)	CGI - 50	CGI - 62/55	+12 points (+7 points)

### Student Learning Strengths

Northbrook Middle School has a population of committed teachers who want the best for our students. The campus is proud of the student academic achievements from the 2018-2019 and looks forward to continued growth during the 2020-2021 school year.

Specifically, we are elated with the following strengths:

- The overall increase in Approaches level performance in 11 out of 12 (92%) of the content areas and grade levels assessed.
- The double digits gains in Meets level performance in 7th Grade Reading and 8th Grade Math.
- The increases in Meets and Masters level performance across content areas and grade levels.
- The increases in the MAP Conditional Growth Index (CGI) in 5 of the 6 areas assessed.
- The double digit overall increases on the Reading and Math MAP assessments.
- Exceeding the CGI goal in both Reading and Math on MAP.

### Problem Statements Identifying Student Learning Needs

**Problem Statement 1:** Only 26% and 38% of our students are performing at the Meets performance level or above on the Reading and Math STAAR tests respectively. In addition, an increase in Meets level or above performance is needed in the other content areas.

**Problem Statement 2:** Our student achievement data indicates a gap in performance for our special populations when compared to their peers. **Root Cause:** PLCs need to deepen their focus on the evidence of student learning to identify and routinely analyze student work for evidence of student learning and to make instructional adjustments based on that evidence.



# School Processes & Programs

## School Processes & Programs Summary

**Personnel:** We attract and retain teachers through a focus on effective content leadership, coupled with clear structures and systems, including weekly PLCs and teacher one-on-one sessions. All hiring decisions are made based on assessment of needs for the position and best fit.

**Professional Practice:** Professional development is based on the needs of the campus as assessed through various metrics, including student achievement data and surveys from stakeholders. The district has a clear vision and goal of T-2-4, as well as, strong core values to guide our work. This goal of post-secondary readiness guides our campus-based goal setting and our values guide how we do business. As a campus leadership team, in collaboration with our staff, we assess our current state and set our goals based on this district vision. We then identify gaps and work toward continuous improvement through effective PLCs that employ the Data Wise model for data analysis and action planning.

**Programs and Opportunities:** With guidance and input from the district, we have developed our Northbrook Middle School Instructional Framework which articulates our approach to instruction and culture in order to meet the needs of every child. At the core, is a focus on teaching to the depth and complexity of the standards while employing instructional strategies to meet the needs of every child.

**Procedures:** We have co-constructed the master schedule with our YES Prep counterparts to prioritize content-based PLCs, culture building time through grade level conference periods, and the advancement of fine arts programming through sequenced coursework (Beginner to Advanced). We analyze the Panorama survey data to identify opportunities to improve our students' feeling of safety and connectedness. We have created spaces to analyze and discuss action as a leadership team, full staff, and individual grade levels/departments.

## School Processes & Programs Strengths

Northbrook Middle School has identified the following strengths:

- Our management structure is designed to support the work of both instruction and culture.
- Our teams engage in effective PLCs with a priority on continuous growth in student achievement.
- We have 3 Multi-Classroom Teacher Leaders who provide targeted support to identified teachers.

## Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** Most of our PLCs have reached a level of proficiency in analyzing data, but a continual focus on drilling deeper is needed to meet the needs of every child. **Root Cause:** Many of our 6th graders come to use with significant academic gaps in math and/or reading. We need to prioritize the most important essential learning for each content to be more focused and build intervention accordingly.

# Perceptions

## Perceptions Summary

At Northbrook Middle School, our vision states, "We are a team that learns and grows. We commit to be better every day by building habits for personal and professional success that empower us to set high expectations and own our personal learning journeys." Our school community has embraced the vision as evident by end of year survey results and increases in teacher retention.

Based on our Panorama survey, our students feel connected to their teachers and believe that they are given a rigorous education. Seventy-six percent of our students believe that teachers are respectful to them and 67% of students believe that Northbrook Middle School holds students to high, rigorous expectations while supporting them in their efforts. Additionally, in the area of School Safety, the survey indicates 56% of the students perceive to be physically and psychologically safe at school.

Trends indicate that disciplinary decisions and student support have worked to reduce the numbers of students placed in exclusionary placements (ISS, OSS, DAEP) by over 60% in 2 years and then maintained that level for the past 2 school years. Students struggling with behavioral supports are discussed in weekly grade level RtI meetings. The students receive targeted small group or individual behavioral supports through the Intervention Specialist and Counselors, in conjunction with the Assistant Principals. In an attempt to proactively assist students in resolving conflict independently in the future, students receive conflict resolution and mediation support either through staff referrals or self-referrals.

## Perceptions Strengths

Northbrook Middle School celebrates the following strengths with respect to the Panorama Survey:

- Almost 70% of the students feel their teachers hold them to high expectations around effort, understanding, persistence, and performance in class.
- Our overall summary percentages are greater than the district and/or other middle school campuses in all surveyed areas.
- Seventy-six percent of the students perceive the teachers to be respectful.
- Seventy-one percent of the students perceive the teachers to encourage them to do their best.
- Eighty percent of the students feel they will not experience bullying online.

Northbrook Middle School also celebrates the following strengths with respect to our discipline data:

- ISS placements have decreased by 74% since 2015-2016.
- OSS placements have decreased by 88% over the last 2 years.
- DAEP placements have decreased by 42% over the last 2 years.
- Overall out of classroom placements have decreased by 67% over the last 2 years.

Northbrook Middle School also celebrates the following strengths in teacher retention:

- Each year teacher retention has increased. Specifically, in 2019-2020 83% of the staff returned for the next school year.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Forty-nine percent of the students feel that they are valued members of the school community.

**Problem Statement 2:** Our student culture data indicates growth in all areas, yet students continue to demonstrate social emotional learning needs. **Root Cause:** Our students demonstrate a need for both structure and support, both socio-emotional and habit building, in order to thrive.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## **Improvement Planning Data**

- District goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Domain 1 - Student Achievement
- Student Progress Domain
- Domain 2 - Student Progress
- Closing the Gaps Domain
- Domain 3 - Closing the Gaps

# Goals

**Goal 1: STUDENT ACHIEVEMENT.** Every Northbrook Middle School student will master rigorous academic standards to ensure college and career readiness.

**Performance Objective 1: ACHIEVEMENT:** By June 2021, Northbrook Middle School will increase student performance on STAAR Grades 6-8 exams in reading and math by at least 3%/4%/3% points in Reading and 8%/7%/2% points in Math at each performance level (approaches, meets, masters).

All Students:

2019-20: Not Rated due to COVID

2018-19: Reading: 66% (approaches), 31% (meets), 12% (masters); Math: 77% (approaches), 42% (meets), 14% (masters)

2017-18: Reading: 65% (approaches), 29% (meets), 12% (masters); Math: 74% (approaches), 36% (meets), 11% (masters)

Only NBM Students (excludes YES Prep):


2019-20: Not Rated due to COVID







2018-19: Reading: 57% (approaches), 26% (meets), 7% (masters); Math: 72% (approaches), 38% (meets), 13% (masters)






2017-18: Reading: 59% (approaches), 25% (meets), 8% (masters); Math: 70% (approaches), 35% (meets), 11% (masters)

**Evaluation Data Sources:** STAAR 3-8 Reports


**Summative Evaluation:** None

<b>Strategy 1:</b> Facilitate instructional planning and data analysis PLCs to strengthen initial instruction and outline action plans for remediation and enrichment.  <b>Strategy's Expected Result/Impact:</b> Increased student achievement in all content areas as measured by STAAR in each performance level.  <b>Staff Responsible for Monitoring:</b> Administration MCLs  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June

<b>Strategy 2:</b> Create and administer bi-monthly common formative assessments to monitor student progress and drive instruction and small group intervention/enrichment. <b>Strategy's Expected Result/Impact:</b> Increased student achievement in all content areas as measured by STAAR in each performance level. <b>Staff Responsible for Monitoring:</b> Administration MCLs <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<b>Strategy 3:</b> Promote self-advocacy through the use of a student data tracking tool after common assessment administration. <b>Strategy's Expected Result/Impact:</b> Increased awareness of TEKS performance throughout the school year. Increased student achievement in all content areas as measured by STAAR in each performance level. <b>Staff Responsible for Monitoring:</b> Administration MCLs <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<b>Strategy 4:</b> Provide personalized learning opportunities and transportation for virtual and in-person students who participate in tutorials. <b>Strategy's Expected Result/Impact:</b> Increased student achievement in all content areas as measured by STAAR in each performance level. <b>Staff Responsible for Monitoring:</b> Administration MCLs <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> Student Transportation - 211 - Title I, Part A - 6494 - \$800, Instructional Materials for Virtual Learners - 276 Instructional Continuity Grant - \$6,649, Student Travel - 211 - Title I, Part A - 6412 - \$500	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<b>Strategy 5:</b> Hire a Reading Intervention teacher to provide tiered reading support using a push-in model. <b>Strategy's Expected Result/Impact:</b> Increased student achievement in Reading as measured by STAAR in all performance levels. <b>Staff Responsible for Monitoring:</b> Administration MCLs <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> Reading Intervention Teacher - 211 - Title I, Part A - 6119 - \$23,410, Other Payroll Expenses - 211 - Title I, Part A - 6146 - \$5,502	Reviews			
	Formative			Summative
	Nov 	Jan 	Mar 	June

<b>Strategy 6:</b> Hire an Associate Teacher to provide tiered math interventions using a push-in model. <b>Strategy's Expected Result/Impact:</b> Increased student achievement in Math as measured by STAAR in all performance levels. <b>Staff Responsible for Monitoring:</b> Administration MCLs <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> Associate Teacher - 211 - Title I, Part A - 6129 - \$32,300, Other Payroll Expenses - 211 - Title I, Part A - 6146 - \$5,502	Reviews			
	Formative			Summative
	Nov 	Jan 	Mar 	June
<b>Strategy 7:</b> Purchase instructional resources/supplies and technology to support and supplement instruction and assessment in all content areas. <b>Strategy's Expected Result/Impact:</b> Increased student achievement in all content areas as measured by STAAR in all performance levels. <b>Staff Responsible for Monitoring:</b> Administration MCLs <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> Magazines & Periodicals - 211 - Title I, Part A - 6325 - \$10,000, Technology - Printers - 211 - Title I, Part A (FBG20 Carryover) - 6397 - \$2,000, Instructional Resources and Supplies - 211 - Title I, Part A (FBG20 Carryover) - 6399 - \$30,000, Supplies & Materials - 211 - Title I, Part A - 6399 - \$30,520, Other Reading Materials - 211 - Title I, Part A - 6329 - \$15,000, Technology Equipment - 211 - Title I, Part A - 6398 - \$8,000	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<b>Strategy 8:</b> Purchase instructional software (i.e., Lexia, Membean, NewsELA, etc.) to supplement instruction in core content areas. <b>Strategy's Expected Result/Impact:</b> Increased student achievement in all content areas as measured by STAAR in all performance levels. <b>Staff Responsible for Monitoring:</b> Administration MCLs <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> Instructional Software - 211 - Title I, Part A (FBG20 Carryover) - 6397 - \$24,455, Instructional Software - 211 - Title I, Part A - 6397 - \$20,000	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June




<b>Strategy 9:</b> Research, create, and facilitate professional learning opportunities for teachers and administrators based on campus and individual needs assessment.  <b>Strategy's Expected Result/Impact:</b> Increased student achievement in all content areas as measured by STAAR in all performance levels.  <b>Staff Responsible for Monitoring:</b> Administration MCLs  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction  <b>Funding Sources:</b> Region ESC Services - Teachers and Administrators - 211 - Title I, Part A - 6239 - \$1,800, Other Reading Materials - 211 - Title I, Part A - 6329 - \$4,000, Miscellaneous Contracted Services - Teachers and Administrators - 211 - Title I, Part A - 6299 - \$10,592, Substitutes - Teacher Professional Development - 211 - Title I, Part A - 6116 - \$28,000, Miscellaneous Operating Expenses - 211 - Title I, Part A - 6499 - \$1,800, Travel - 211 - Title I, Part A - 6411 - \$2,000	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				

0%


No Progress

100%

Accomplished



Continue/Modify



Discontinue

**Goal 1: STUDENT ACHIEVEMENT.** Every Northbrook Middle School student will master rigorous academic standards to ensure college and career readiness.

**Performance Objective 2: GAP-CLOSING:** By June 2021, Northbrook Middle School will increase overall performance on STAAR Grades 6-8 exams to narrow the gap or improve performance above the target by at least 30% between EL students and non-EL students on Reading and 25% on Math while all performance improves.

Only NBM Students (excludes YES Prep):

2019-20: Not Rated due to COVID

2018-19: Reading: English Learners 40% (Approaches), 9% Meets, 0% Masters; non-English Learners 77% (Approaches), 45% Meets, 15% Masters;


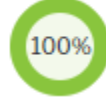


Math: English Learners 57% (Approaches), 23% Meets, 5% Masters; non-English Learners 87% (Approaches), 54% Meets, 22% Masters







2017-18: Reading: English Learners 34% (Approaches), 6% Meets, 2% Masters; non-English Learners 82% (Approaches), 41% Meets, 14% Masters;

Math: English Learners 59% (Approaches), 20% Meets, 5% Masters; non-English Learners 81% (Approaches), 48% Meets, 16% Masters

**Evaluation Data Sources:** STAAR Reports and State Accountability Reports

**Summative Evaluation:** None

<b>Strategy 1:</b> Build master schedule to include a Newcomers Program to support students with beginning and intermediate language acquisition. <b>Strategy's Expected Result/Impact:</b> Increased EL student achievement in all content areas as measured by STAAR in all performance levels. Decreased achievement gap between EL students and non-EL students. <b>Staff Responsible for Monitoring:</b> Administration MCLs <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				
<b>Strategy 2:</b> Incorporate and monitor the execution of the Foundational Components of Instruction: (1) comprehensible input, (2) formative assessment and response, (3) feedback, (4) structured student conversations, and (5) responsive teaching in all classrooms. <b>Strategy's Expected Result/Impact:</b> Increased EL student achievement in all content areas as measured by STAAR in all performance levels. Decreased achievement gap between EL students and non-EL students. <b>Staff Responsible for Monitoring:</b> Administration MCLs <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				

<b>Strategy 3:</b> Research, create, and facilitate professional learning opportunities focused on improving the learning outcomes for English Learners. <b>Strategy's Expected Result/Impact:</b> Increased EL student achievement in all content areas as measured by STAAR in all performance levels. Decreased achievement gap between EL students and non-EL students. Increased teacher knowledge of instructional strategies to support EL students. <b>Staff Responsible for Monitoring:</b> Administration MCLs <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> Miscellaneous Contracted Services - Teachers and Administrators - 211 - Title I, Part A - 6299 - \$10,000	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<b>Strategy 4:</b> Purchase EL professional learning resources to support teachers with curriculum design and instructional delivery. <b>Strategy's Expected Result/Impact:</b> Increased EL student achievement in all content areas as measured by STAAR in all performance levels. Decreased achievement gap between EL students and non-EL students. <b>Staff Responsible for Monitoring:</b> Administration MCLs <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> Reading Materials - 211 - Title I, Part A (FBG20 Carryover) - 6329 - \$2,000	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 1: STUDENT ACHIEVEMENT.** Every Northbrook Middle School student will master rigorous academic standards to ensure college and career readiness.

**Performance Objective 3: STUDENT GROWTH:** By June 2021, Northbrook Middle School will increase the % of students who meet or exceed conditional growth index (CGI) targets on Measures of Academic Progress: Reading (6-8) increase by 7 points, Math (6-8) increase by 9 points.







2019-20: Not Rated due to COVID

2018-19: Reading - 58% met CGI; Math - 61% met CGI

2017-18: Reading - 45% met CGI; Math - 50 % met CGI

**Evaluation Data Sources:** Measures of Academic Progress (MAP) reports

**Summative Evaluation:** None

<b>Strategy 1:</b> Facilitate instructional planning and data analysis PLCs to strengthen initial instruction and outline action plans for remediation and enrichment. <b>Strategy's Expected Result/Impact:</b> Increased student achievement in all content areas as measured by STAAR in each performance level. <b>Staff Responsible for Monitoring:</b> Administration MCLs <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<b>Strategy 2:</b> Promote self-advocacy through the use of a student data tracking tool after common assessment administration. <b>Strategy's Expected Result/Impact:</b> Increased awareness of TEKS performance throughout the school year. Increased student achievement in all content areas as measured by STAAR in each performance level. <b>Staff Responsible for Monitoring:</b> Administration MCLs <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
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**Goal 1: STUDENT ACHIEVEMENT.** Every Northbrook Middle School student will master rigorous academic standards to ensure college and career readiness.








**Performance Objective 4: ADVANCED COURSES:** Strengthen the level of advanced academic instruction in order to increase student preparation for and success in advanced courses that are aligned to high school.

Fall 2020: 249 students enrolled in one or more advanced courses

Fall 2019: 257 students enrolled in one or more advanced courses

**Evaluation Data Sources:** Skyward Course Enrollment Data

**Summative Evaluation:** None

<b>Strategy 1:</b> Continue to offer advanced level Spanish courses for 7th and 8th grade students. <b>Strategy's Expected Result/Impact:</b> Increased number of students who receive high school credit while in middle school. <b>Staff Responsible for Monitoring:</b> Administration <b>Title I Schoolwide Elements:</b> 2.5	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
	 100%	 100%	 100%	
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2: STUDENT SUPPORT.** Every Northbrook Middle School student will benefit from an aligned system that supports his/her academic and social-emotional needs.

**Performance Objective 1: SCHOOL CONNECTEDNESS:** By June 2021, the 80% of Northbrook Middle School students who feel connected as both individuals and learners will increase by at least 5 points.




2019-20: Not Rated due to COVID







2018-19: 49% School Belonging; 56% School Safety

2017-18: 46% School Belonging; 46% School Safety

**Evaluation Data Sources:** Panorama Student Survey

**Summative Evaluation:** None

<b>Strategy 1:</b> Continue to enhance the Center for Student Support aimed at improving campus culture and student achievement. <b>Strategy's Expected Result/Impact:</b> Decreased discipline referrals Increased percentages in all surveyed areas on Panorama <b>Staff Responsible for Monitoring:</b> Administration SEL Specialist <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> Supplies and Materials - 211 - Title I, Part A (FBG20 Carryover) - 6399 - \$2,500	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<b>Strategy 2:</b> Continue to build grade level culture through the use of Tier 1 Positive Behavior Interventions and Supports (PBIS). <b>Strategy's Expected Result/Impact:</b> Increased percentages in all surveyed areas on Panorama Decreased discipline referrals and out of classroom placements <b>Staff Responsible for Monitoring:</b> Assistant Principals SEL Specialist <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<b>Strategy 3:</b> Purchase software (i.e., Ripple Effects and HERO (SchoolMint)) to supplement character education and social emotional learning curriculum implementation. <b>Strategy's Expected Result/Impact:</b> Increased percentages in all surveyed areas of Panorama. Decreased discipline referrals and out of classroom placements. <b>Staff Responsible for Monitoring:</b> Administrators Counselors SEL Specialist <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> Software - Character Education and SEL - 211 - Title I, Part A - 6397 - \$10,000	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June








<b>Strategy 4:</b> Purchase instructional resources to create a sensory learning lab to meet the needs of the whole child. <b>Strategy's Expected Result/Impact:</b> Increased percentages in all surveyed areas of Panorama. <b>Staff Responsible for Monitoring:</b> Administration <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> Instructional Resources - Sensory Lab - 211 - Title I, Part A (FBG20 Carryover) - 6399 - \$8,000	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<b>Strategy 5:</b> Provide a variety of activities to involve and engage families in activities aimed at supporting the whole child. <b>Strategy's Expected Result/Impact:</b> Increased student achievement in all content areas as measured by STAAR in all performance levels. Increased family engagement. <b>Staff Responsible for Monitoring:</b> Administration MCLs <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> Family Engagement - Supplies & Materials - 211 - Title I, Part A - 6399 - \$1,000, Family Engagement - Personnel Costs - 211 - Title I, Part A - 6125 - \$387, Family Engagement - Miscellaneous Operating Expense - 211 - Title I, Part A - 6499 - \$1,050, Family Engagement - Other Reading Materials - 211 - Title I, Part A - 6329 - \$200, Family Engagement - Miscellaneous Contracted Services - 211 - Title I, Part A - 6299 - \$1,302	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2: STUDENT SUPPORT.** Every Northbrook Middle School student will benefit from an aligned system that supports his/her academic and social-emotional needs.

**Performance Objective 2: GUIDANCE AND COUNSELING:** Each grade level classroom will implement and support character education and social-emotional learning curriculum.

**Evaluation Data Sources:** Training materials and attendance rosters

**Summative Evaluation:** None

<b>Strategy 1:</b> Students will build soft skills to enhance their secondary and post-secondary opportunities. <b>Strategy's Expected Result/Impact:</b> Students will obtain higher scores on the Panorama SEL Skills Survey. <b>Staff Responsible for Monitoring:</b> Administrators Counselors Teachers <b>ESF Levers:</b> Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<b>Strategy 2:</b> Students will develop the skills to make effective goals and decisions around career planning. <b>Strategy's Expected Result/Impact:</b> All 7th grade students will complete a Career Cluster Finder assessment to determine to their proposed career. <b>Staff Responsible for Monitoring:</b> Administrator Counselor <b>ESF Levers:</b> Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<b>Strategy 3:</b> Through the implementation of Character Strong, students will become more socially aware of how their actions and decisions impact others. <b>Strategy's Expected Result/Impact:</b> Decrease in discipline incidents. <b>Staff Responsible for Monitoring:</b> Administrators Counselors Teachers <b>ESF Levers:</b> Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				







**Goal 2: STUDENT SUPPORT.** Every Northbrook Middle School student will benefit from an aligned system that supports his/her academic and social-emotional needs.

**Performance Objective 3: EIGHTH GRADE PLANNING:** 100% of 8th graders at Northbrook Middle School will complete a 4-year plan aligned to their endorsement to ensure graduation requirements are met.

**Evaluation Data Sources:** 4-Year Plan  
Endorsement Selection Form

**Summative Evaluation:** None

<b>Strategy 1:</b> 8th grade students participate in Guthrie campus visits to learn more about CTE Programs of Study. <b>Strategy's Expected Result/Impact:</b> Students will determine if they want to pursue a career and technical opportunity. <b>Staff Responsible for Monitoring:</b> Administrators Counselors <b>ESF Levers:</b> Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				
<b>Strategy 2:</b> Students will participate in a Bridge Year event to explore high growth and high demand jobs. <b>Strategy's Expected Result/Impact:</b> Students will learn about these career opportunities for paths to gainful employment. <b>Staff Responsible for Monitoring:</b> Administrators Counselors <b>ESF Levers:</b> Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				
<b>Strategy 3:</b> Students will complete a course selection process aligned to their career and endorsement path for their 9th grade year. <b>Strategy's Expected Result/Impact:</b> All students will have a full schedule of courses selected for 9th grade. <b>Staff Responsible for Monitoring:</b> Administrators Counselors <b>ESF Levers:</b> Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				
<b>Strategy 4:</b> Students will complete a 4-Year Plan prior to entering 9th grade. <b>Strategy's Expected Result/Impact:</b> All 8th grade students will: -choose a career path aligned to an endorsement, and -plan their courses across all 4 years of high school. <b>Staff Responsible for Monitoring:</b> Administrators Counselors <b>ESF Levers:</b> Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify




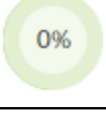




Discontinue

**Goal 3: SAFE SCHOOLS.** Northbrook Middle School will ensure a safe and orderly environment.

**Performance Objective 1: SAFETY COMMITTEE:** Strengthen school safety by establishing and conducting Campus Safety Committee reviews throughout the school year.

**Evaluation Data Sources:** Campus Safety Committee roster

**Summative Evaluation:** None











<b>Strategy 1: CAMPUS SAFETY COMMITTEE:</b> Establish Campus Safety Committees composed of a cross section of stake holders to look at matters related to campus safety. <b>Strategy's Expected Result/Impact:</b> Each Campus principal will recruit a safety team and provide a roster. Each campus team will meet three times/year so that all campuses will be able to refine safety practices. <b>Staff Responsible for Monitoring:</b> Administrators	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				
<b>Strategy 2: HARRIS COUNTY DEPARTMENT OF EDUCATION:</b> Participate in the Harris County Department of Education (HCDE) campus safety audit. <b>Strategy's Expected Result/Impact:</b> Campus will develop action plans to address any deficiencies as a result of safety audits. <b>Staff Responsible for Monitoring:</b> Administrators Safety Committee	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3: SAFE SCHOOLS.** Northbrook Middle School will ensure a safe and orderly environment.

**Performance Objective 2: EMERGENCY OPERATIONS:** Develop Campus Emergency Operations Procedures that comply with SB 11, and include Standard Operating Procedures.

**Evaluation Data Sources:** Campus emergency operation procedures documents

**Summative Evaluation:** None







<b>Strategy 1: EMERGENCY OPERATIONS PROCEDURES:</b> Campus EOP will align to the best practices from the Texas School Safety Center and the Standard Operating Procedures, such as the "I Love You Guys" Foundation. <b>Strategy's Expected Result/Impact:</b> Campus EOP turned in and filed by September 1st. <b>Staff Responsible for Monitoring:</b> Administrators	Reviews			
	Formative			Summative
	Nov 	Jan 	Mar 	June
<b>Strategy 2: EMERGENCY OPERATIONS PROCEDURES:</b> Update campus EOP annually and train staff at the start of each school year. <b>Strategy's Expected Result/Impact:</b> Campus procedures maintained in campus EOP. Staff training documents maintained. EOPs submitted by September 1. <b>Staff Responsible for Monitoring:</b> Administrators Safety Committee	Reviews			
	Formative			Summative
	Nov 	Jan 	Mar 	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 4: FISCAL RESPONSIBILITY.** Northbrook Middle School will ensure efficient and effective fiscal management of resources and operations to maximize learning for all students.

**Performance Objective 1: FINANCIAL MANAGEMENT:** Maintain high quality financial management practices so that financial resources provide the maximum possible support for T-2-4.

**Evaluation Data Sources:** Year-To-Date (YTD) Budget Reports (monthly, quarterly, annually)

**Summative Evaluation:** None

<b>Strategy 1:</b> Conduct frequent budget meetings with Administrative Assistant to review and manage money. <b>Strategy's Expected Result/Impact:</b> Error free records. Documentation of purchases and orders. <b>Staff Responsible for Monitoring:</b> Principal Administrative Assistant	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<b>Strategy 2:</b> Use campus needs assessment and other data to determine appropriate expenditures. <b>Strategy's Expected Result/Impact:</b> Resources purchased align to campus goals and district T-2-4. <b>Staff Responsible for Monitoring:</b> Principal	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Samone Patrick	Intervention Teacher	Reading Intervention	.4
Stephen Swain	Associate Teacher	Math Intervention	1

# Campus Funding Summary

211 - Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4	Student Transportation	6494	\$800.00
1	1	4	Student Travel	6412	\$500.00
1	1	5	Reading Intervention Teacher	6119	\$23,410.00
1	1	5	Other Payroll Expenses	6146	\$5,502.00
1	1	6	Associate Teacher	6129	\$32,300.00
1	1	6	Other Payroll Expenses	6146	\$5,502.00
1	1	7	Magazines & Periodicals	6325	\$10,000.00
1	1	7	Supplies & Materials	6399	\$30,520.00
1	1	7	Other Reading Materials	6329	\$15,000.00
1	1	7	Technology Equipment	6398	\$8,000.00
1	1	8	Instructional Software	6397	\$20,000.00
1	1	9	Region ESC Services - Teachers and Administrators	6239	\$1,800.00
1	1	9	Other Reading Materials	6329	\$4,000.00
1	1	9	Miscellaneous Contracted Services - Teachers and Administrators	6299	\$10,592.00
1	1	9	Substitutes - Teacher Professional Development	6116	\$28,000.00
1	1	9	Miscellaneous Operating Expenses	6499	\$1,800.00
1	1	9	Travel	6411	\$2,000.00
1	2	3	Miscellaneous Contracted Services - Teachers and Administrators	6299	\$10,000.00
2	1	3	Software - Character Education and SEL	6397	\$10,000.00
2	1	5	Family Engagement - Supplies & Materials	6399	\$1,000.00
2	1	5	Family Engagement - Personnel Costs	6125	\$387.00
2	1	5	Family Engagement - Miscellaneous Operating Expense	6499	\$1,050.00
2	1	5	Family Engagement - Other Reading Materials	6329	\$200.00
2	1	5	Family Engagement - Miscellaneous Contracted Services	6299	\$1,302.00
<b>Sub-Total</b>					\$223,665.00
<b>Budgeted Fund Source Amount</b>					\$223,665.00

211 - Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
+/- Difference					\$0.00
211 - Title I, Part A (FBG20 Carryover)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	7	Technology - Printers	6397	\$2,000.00
1	1	7	Instructional Resources and Supplies	6399	\$30,000.00
1	1	8	Instructional Software	6397	\$24,455.00
1	2	4	Reading Materials	6329	\$2,000.00
2	1	1	Supplies and Materials	6399	\$2,500.00
2	1	4	Instructional Resources - Sensory Lab	6399	\$8,000.00
Sub-Total					\$68,955.00
Budgeted Fund Source Amount					\$68,955.00
+/- Difference					\$0.00
276 Instructional Continuity Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4	Instructional Materials for Virtual Learners		\$6,649.00
Sub-Total					\$6,649.00
Budgeted Fund Source Amount					\$6,649.00
+/- Difference					\$0.00
Grand Total					\$299,269.00



# Addendums