

Rogers Independent School District

Rogers Middle School

2015-2016 Goals/Performance Objectives/Strategies



Mission Statement

Rogers ISD will provide a learning environment where each student is challenged to the highest level of excellence.

Vision

Every student is encouraged, supported, and challenged to embrace the highest levels of knowledge, skill, and character.

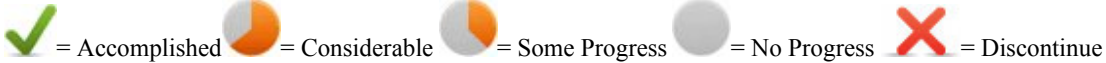
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Goals


Goal 1: Rogers Middle School will maintain the integrity of Rogers ISD while providing quality programs in a SAFE and SECURE environment that meets or exceeds the needs of all students, staff, and teachers.

Performance Objective 1: Rogers Middle staff will actively monitor all campus areas.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Expand security camera installation on campus and parking perimeter	Safety Team					
2) Maintain two way communication	Safety Team Principal					
3) Maintain Safe and Secure School bags for each classroom	Safety Team Principal Staff					
						


Goal 1: Rogers Middle School will maintain the integrity of Rogers ISD while providing quality programs in a SAFE and SECURE environment that meets or exceeds the needs of all students, staff, and teachers.

Performance Objective 2: Provide awareness training to students and staff regarding school and cyber-bullying, drugs and alcohol, violence and harassment.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Communicate and conduct emergency drills and lock down procedures, model plan to staff, students, parents and authorities	Administration Counselor Teachers Safety Team					
2) Canine Detection Unit	Administration Principal					
3) Bullying Tip Line	Administration Counselor					
4) Bullying Survey	Administration Counselor					
5) Suicide Prevention	Counselor					
						


Goal 1: Rogers Middle School will maintain the integrity of Rogers ISD while providing quality programs in a SAFE and SECURE environment that meets or exceeds the needs of all students, staff, and teachers.

Performance Objective 3: Address safety concerns through facilities.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Monitor campus visitors	Safety Team Campus Administration					
2) Improve crosswalk areas	Safety Team Campus Administration					
3) Improve middle school locker rooms for both girls and boys	Superintendent Administration					
4) Installation of a Science Lab	Superintendent Principal Teachers					
						

Goal 1: Rogers Middle School will maintain the integrity of Rogers ISD while providing quality programs in a SAFE and SECURE environment that meets or exceeds the needs of all students, staff, and teachers.






Performance Objective 4: Research continuity of discipline expectations.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Review and revise disciplinary procedures (Restorative Discipline)	Campus Administration Teachers					
2) Enforce student code of conduct and faculty handbook	Campus Administration Teachers					
3) Designate a Campus Behavior Coordinator (CBC)	Campus Administration Teachers					
4) WHIM (Work Ethic, Humility, Integrity, and Maturity)	Campus Administration Teachers					
						

Goal 2: Rogers Middle School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 1: Students will meet or exceed passing rates in all tested subjects on all state tests.


Summative Evaluation: STAAR Scores, Teacher Retention, Completed Tour, STAAR passing rate

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Incorporate HEAT Lesson Scoring Guide - differentiating the curriculum	Curriculum Director Campus Administration Teachers					
2) Disaggregate testing data	Curriculum Director Campus Administration Teachers					
3) Tutorials (Before, During, After and Saturday School)	Curriculum Director Campus Administration Teachers					
4) Study Island	Curriculum Director Campus Administration Teachers					
5) Supplemental Resources - Texas Coach and STAAR Master	Curriculum Director Campus Administration Teachers					
6) Communication with parents to promote awareness (phone calls, emails, conferences, weekly updates, and social media)	Curriculum Director Campus Administration Counselor Teachers					
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: Rogers Middle School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 2: Improve student scores to meet or exceed target scores for all subpopulations - receive distinction in Index 3 : Hispanic, Eco Dis, SPED


Summative Evaluation: STAAR Scores, Teacher Retention, STAAR passing rate, TAPR

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Eagle Reading/Math and Success Classes	Curriculum Director Campus Administration Teachers					
2) STAR Reading and Math Assessment	Curriculum Director Campus Administration Teachers					
3) CEI	Curriculum Director Campus Administration Teachers Reading Specialist					
4) Counseling Services	Principal Counselor					
						

Goal 2: Rogers Middle School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 3: Maintain attendance rate 2% above state average.


Summative Evaluation: Attendance Rate

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Notify parents of student absences via School Messenger, phone calls, emails, conferences, and attendance letters	Campus Administration Secretary					
2) Incentives for good attendance each nine weeks and yearly awards assembly	Administration Counselor Teachers					
3) Make up opportunities after school or Saturday School	Campus Administraion					
						

Goal 2: Rogers Middle School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.


Performance Objective 4: Ensure high expectations and provide academic support to enable students to successfully master the objectives for grade promotion.

Summative Evaluation: Retention Rate, Student Grades, STAAR Scores

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Provide supplemental services for identified students	Administration Reading Specialist Special Education					
2) Inclusion Aide per grade level	Administration Special Education					
3) DAEP	Administraion					
4) PLATO	Administration					
						


Goal 2: Rogers Middle School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 5: Extend the library as an instructional tool to improve all content areas.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Computer and e-book checkout	Administration Librarian					
2) Provide new release items in all sections	Administration Librarian					
3) Provide updated research materials and resources	Administration Librarian					
4) Library Night	Administration Librarian					
						

Goal 2: Rogers Middle School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 6: Employ and retain exemplary staff and ensure that all students are instructed by highly qualified personnel.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Professional development opportunities	Curriculum Director Administration					
2) Motivational Incentatives	Administrative Team					
3) Teacher Recognition	Administration					
4) Team building opportunities	Curriculum Director Administration Teachers					
						


Goal 2: Rogers Middle School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 7: Build constructive relationships between staff and students to foster a learning and caring environment.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) YOU MATTER professional development	Administration Teachers					
2) WHIM	Administration Teachers					
3) Team Building Incentatives	Administration Counselor Teachers					


Goal 2: Rogers Middle School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 8: Ensure high expectations and increased rigor to meet the needs of all students in becoming college ready.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) HEAT Lesson Scoring Guide (High order thinking, Engaged learning, Authentic connections and the use of technology)	Curriculum Director Administration Counselor Teachers					
2) Provide students an opportunity to earn high school credit	Curriculum Director Administration Counselor Teachers					
3) Provide professional development opportunities to focus on AP/GT strategies	Curriculum Director Administration Counselor Teachers					
						


Goal 3: Rogers Middle School will utilize technology through instruction needed to compete in our changing global environment.

Performance Objective 1: Cultivate growth within our instructional staff to increase the utilization of new technology available to focus on improving the teaching / learning process.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Increase the number of Wifi pods in the building	Superintendent Administration Technology					
2) Staff Development opportunities	Curriculum Director Administration Technology					
3) Google based staff development opportunities	Administration Technology					
						

Goal 3: Rogers Middle School will utilize technology through instruction needed to compete in our changing global environment.

Performance Objective 2: Write and apply for grants necessary to acquire cutting edge technology for the classroom.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Installation of Interactive projectors	Superintendent Administration Technology Teachers					
2) Installation of Chromebook Mobile Lab III and IV	Superintendent Administration Technology Teachers					
3) Replace desktops and laptops with Chromebooks	Superintendent Administration Technology Teachers					
4) Inspire Navigator Calculator Program	Superintendent Administration Technology Teachers					
						


Goal 4: Rogers Middle School will support and encourage every community member to invest in our children's future and build shared ownership and participation in our campus to continue the PRIDE that is Rogers ISD.

Performance Objective 1: Increase involvement and attendance in school activities by parent and community groups.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Provide Incentives for parents and community members	Administraion					
2) Promote events in the newspaper and social media	Administration					

Goal 4: Rogers Middle School will support and encourage every community member to invest in our children's future and build shared ownership and participation in our campus to continue the PRIDE that is Rogers ISD.

Performance Objective 2: Increase online resources for parents and community.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Parent Portal	Superintendent Administration Technology Teachers					
2) Social Media	Superintendent Administration Technology Teachers					
3) Technology Night	Superintendent Administration Technology Teachers					
						

Goal 4: Rogers Middle School will support and encourage every community member to invest in our children's future and build shared ownership and participation in our campus to continue the PRIDE that is Rogers ISD.

Performance Objective 3: Provide safe environment that fosters open communication with all parents and stakeholders.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Focus On the Schools Night	Superintendent Administration Teachers					
2) Open House	Administration Teachers					
3) Stash Your Stuff	Administration Teachers					
