

**Allen Independent School District**  
**Curtis Middle School**  
**2022-2023 Campus Improvement Plan**



# Mission Statement

Curtis Middle School fosters an inclusive, engaging environment to develop successful, life-long learners.

## Vision

Growth for All

## Value Statement

We believe every child deserves the highest quality education.

We believe the development of citizenship in all students is essential to a complete education.

We hold ourselves accountable to every child who walks through our door.

We believe the development of leadership throughout the organization is critical to our success.

We are responsible for building upon the sense of community we have inherited.

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# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Alternative Education Accountability (AEA) data
- Local Accountability Systems (LAS) data

## Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- Student Success Initiative (SSI) data for Grades 5 and 8
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Grades that measure student performance based on the TEKS

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data

- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

#### **Student Data: Behavior and Other Indicators**

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Tobacco, alcohol, and other drug-use data
- Class size averages by grade and subject
- School safety data
- Enrollment trends

#### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

#### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate







#### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

# Goals





**Goal 1:** Allen ISD will cultivate a culture of excellence.

**Performance Objective 1:** CMS will create a collaborative and inclusive working environment dedicated to teacher and student growth.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> CMS staff will complete an anonymous quarterly survey for input/feedback in order to address concerns on campus.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff provide their voice. Discussions happen with teams to make those improvements.</p> <p><b>Staff Responsible for Monitoring:</b> All staff</p>	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> CMS staff will continue an emphasis on campus-wide communication and transparency in decision-making processes on campus by utilizing our leadership team, campus messages and newsletters.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff are provided voice in decision making and stay informed in order to take ownership of improving our school.</p> <p><b>Staff Responsible for Monitoring:</b> All staff</p>	Formative			Summative
	Sept	Dec	Mar	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				








**Goal 1:** Allen ISD will cultivate a culture of excellence.

**Performance Objective 2:** CMS will implement interventions for teachers and students to reduce the disproportionate number of discipline referrals.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> CMS will implement an intervention plan to track repeat teacher referrals and will meet with teachers once they make 4 referrals to support classroom behavior.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased skills of teacher in the classroom, reduced referrals based on improvements in classroom strategies to meet student needs</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, classroom teachers</p>	Formative			Summative
	Sept	Dec	Mar	May
	0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> CMS will implement a targeted, individual intervention plan to support students once they reach 4 referrals to support student success on campus.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase students coping skills, reduced referrals</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, counselors, classroom teachers</p>	Formative			Summative
	Sept	Dec	Mar	May
	0%			
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> CMS will host a professional development in the fall and create a system to support teacher understanding of how to handle and document student behavior.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased teacher skills to address behaviors, reduced behaviors in classrooms</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, counselors, instructional coaches, classroom teachers</p>	Formative			Summative
	Sept	Dec	Mar	May
	100%	100%	100%	
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> CMS administrators and Tracks teachers will use the implementation of CMS Cougar Cards to address student behaviors in order to avoid potential discipline referrals.</p> <p><b>Strategy's Expected Result/Impact:</b> Student behaviors reduce based on the tracking of behaviors with Cougar Cards, decreased discipline referrals</p> <p><b>Staff Responsible for Monitoring:</b> Tracks teachers, administrators, classroom teachers</p>	Formative			Summative
	Sept	Dec	Mar	May
	30%			
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Allen ISD will cultivate a culture of excellence.





**Performance Objective 3:** CMS will create a mentoring system and new teacher onboarding and support system.






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> CMS will create a new, year-long, teacher on-boarding program which details the coordination of campus support.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased support for new staff members, increased success of students in new teacher classrooms</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches, administrators, mentors, leadership team, new teachers</p>	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> CMS will survey new teachers 3 times during the school year to ensure that the needs of new teachers are being met and to provide support as needed.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased awareness of needs of new teachers to campus, address those needs</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches, Administrators, Counselors, Mentors, Leadership Team, New Teachers</p>	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> CMS will meet with new teachers every 6 weeks (3 times each semester) to provide support, provide information, and answer questions.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased access to resources and timely check ins</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches, Administrators, Counselors, Mentors, Leadership Team</p>	Formative			Summative
	Sept	Dec	Mar	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				



**Goal 2:** Allen ISD will prepare students to be future ready for success in citizenship and college, career, or the military.





**Performance Objective 1:** CMS will increase student achievement for all student groups.






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> CMS will use assessment data, classroom observation data and 4 guiding PLC questions to develop lessons.  <b>Strategy's Expected Result/Impact:</b> Lessons developed to meet students' needs, increase in student achievement  <b>Staff Responsible for Monitoring:</b> Teachers, administrators, instructional coaches</p>	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> CMS will collaborate in PLC to align, assess and adjust instruction based on student needs.  <b>Strategy's Expected Result/Impact:</b> Increased collaboration around data, increase in student achievement  <b>Staff Responsible for Monitoring:</b> Teachers, team leaders, instructional coaches, administrators</p>	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> CMS will create active classrooms to engage all learners.  <b>Strategy's Expected Result/Impact:</b> Increase student participation and engagement, increase student achievement  <b>Staff Responsible for Monitoring:</b> Teachers, instructional coaches, administrators</p>	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> CMS will analyze student data to analyze trends and design interventions or enrichments to increase student achievement.  <b>Strategy's Expected Result/Impact:</b> Increase student achievement  <b>Staff Responsible for Monitoring:</b> Teachers, administrators, instructional coaches   <b>Funding Sources:</b> - GT Allotment - \$181,554</p>	Formative			Summative
	Sept	Dec	Mar	May
				

Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> CMS staff will attend professional learning opportunities to improve competencies in effective learning practices and implement strategies in their classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff attend professional learning, staff implement learning, increase in student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, administrators, instructional coaches</p> <p><b>Funding Sources:</b> - CTE: State Special Allotment - \$183,885</p>	Formative			Summative
	Sept	Dec	Mar	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** Allen ISD will prepare students to be future ready for success in citizenship and college, career, or the military.










**Performance Objective 2:** CMS will close/decrease achievement gaps among all student groups.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> CMS will increase small group instruction during the instructional period. <b>Strategy's Expected Result/Impact:</b> Increase small group instruction, increase student achievement <b>Staff Responsible for Monitoring:</b> Teachers, administrators, instructional coaches,  <b>Funding Sources:</b> - Special Education: State Special Allotment - \$968,242	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> CMS will use formative assessment during first teach to adjust instruction. <b>Strategy's Expected Result/Impact:</b> Increase student achievement <b>Staff Responsible for Monitoring:</b> Teachers, administrators, instructional coaches	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> CMS will scaffold instruction based on student needs. <b>Strategy's Expected Result/Impact:</b> Increase student achievement <b>Staff Responsible for Monitoring:</b> Teachers, instructional coaches, administrators  <b>Funding Sources:</b> - Bilingual/ESL: State Special Allotment - \$250, - Comp Ed: State Special Allotment - \$1,000	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> CMS will use learning objectives to focus lessons for students and close lessons daily. <b>Strategy's Expected Result/Impact:</b> Learning objectives use daily, increase student achievement <b>Staff Responsible for Monitoring:</b> Teachers, instructional coaches, administrators	Formative			Summative
	Sept	Dec	Mar	May
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> CMS will utilize student data to identify skill deficit trends and design interventions to address those skills. <b>Strategy's Expected Result/Impact:</b> Interventions provided, increase in student achievement <b>Staff Responsible for Monitoring:</b> Teachers, instructional coaches, administrators	Formative			Summative
	Sept	Dec	Mar	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="464 326 661 370">  No Progress         </div> <div data-bbox="762 326 980 370">  Accomplished         </div> <div data-bbox="1079 326 1331 370">  Continue/Modify         </div> <div data-bbox="1432 326 1627 370">  Discontinue         </div> </div>				








**Goal 2:** Allen ISD will prepare students to be future ready for success in citizenship and college, career, or the military.

**Performance Objective 3:** CMS will consistently implement campus expectations for all students.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> CMS will provide clear campus expectations for all staff to implement in writing and verbally at the beginning of the year.</p> <p><b>Strategy's Expected Result/Impact:</b> Clear expectations for staff, increase success of students</p> <p><b>Staff Responsible for Monitoring:</b> All staff</p>	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> CMS administrators will have conversations with any staff member who is not holding students accountable to the expectations to determine the cause.</p> <p><b>Strategy's Expected Result/Impact:</b> Understanding of supports staff may need to implement expectations for students, increased student performance</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, all staff</p>	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> CMS will provide clear campus expectations for all students at the beginning of the year and at the beginning of each quarter.</p> <p><b>Strategy's Expected Result/Impact:</b> Clear expectations for students, reminders for students, improved student performance</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Tracks classes, all staff</p>	Formative			Summative
	Sept	Dec	Mar	May
				
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Goal 3:** Allen ISD will empower students to take ownership of their learning and support each student, as a whole child, in achieving personal and academic growth.

**Performance Objective 1:** CMS will continue Tracks classes to support students developing graduate profile skills.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Tracks classes will provide academic monitoring for all students. <b>Strategy's Expected Result/Impact:</b> Increase student achievement, decrease student failure rate <b>Staff Responsible for Monitoring:</b> Tracks teachers, counselors, administrators	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Tracks teachers will communicate with staff to support student academic and social emotional growth. <b>Strategy's Expected Result/Impact:</b> Increase student achievement, decrease student failure rate, increase student social emotional support <b>Staff Responsible for Monitoring:</b> All staff	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Tracks classes will provide opportunities for students to set personal goals and reflect on their progress of that goal multiple times throughout the year. <b>Strategy's Expected Result/Impact:</b> Increased ownership of academic performance, increased growth <b>Staff Responsible for Monitoring:</b> Tracks teachers	Formative			Summative
	Sept	Dec	Mar	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				








**Goal 3:** Allen ISD will empower students to take ownership of their learning and support each student, as a whole child, in achieving personal and academic growth.

**Performance Objective 2:** CMS will address students academic growth by utilizing MAP data for goal setting with students.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> CMS teachers will use MAP data to set goals with students and track growth. <b>Strategy's Expected Result/Impact:</b> Increased student awareness of performance, increase student growth <b>Staff Responsible for Monitoring:</b> All teachers, instructional coaches	Formative			Summative
	Sept	Dec	Mar	May
	0%			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> CMS teachers will use MAP data to inform future instruction and check for mastery of concepts. <b>Strategy's Expected Result/Impact:</b> Increased student achievement <b>Staff Responsible for Monitoring:</b> All teachers, instructional coaches	Formative			Summative
	Sept	Dec	Mar	May
	0%			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> CMS teachers will use MAP data to differentiate lessons and meet individual student needs. <b>Strategy's Expected Result/Impact:</b> Increased student achievement <b>Staff Responsible for Monitoring:</b> All teachers, instructional coaches	Formative			Summative
	Sept	Dec	Mar	May
	0%			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** Allen ISD will empower students to take ownership of their learning and support each student, as a whole child, in achieving personal and academic growth.

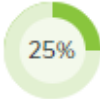


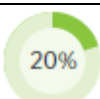




**Performance Objective 3:** CMS will welcome students transitioning to Curtis through an intentional onboarding process.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> During enrollment and course selection, Curtis counselor(s) will lead a conversation with student and parent(s) to determine appropriate course selection, extracurricular activities, and additional resources and support student may need for immediate success at Curtis MS.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student success</p> <p><b>Staff Responsible for Monitoring:</b> Counselors, registrar, administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Mar</b>	<b>May</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> CMS will provide materials to new students that include information, programs, and avenues for success related to Curtis MS and Allen ISD.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student success</p> <p><b>Staff Responsible for Monitoring:</b> Counselors, administrators, staff</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Mar</b>	<b>May</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> CMS will establish a feedback loop, using tools such as rubrics, scales, and surveys, between the new student, parent(s) and teachers regarding successes and struggles during the first 2 - 4 weeks students are on campus.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student success in transitioning, increase student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Counselors, administrators, teachers, staff</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Mar</b>	<b>May</b>
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				



**Goal 3:** Allen ISD will empower students to take ownership of their learning and support each student, as a whole child, in achieving personal and academic growth.

**Performance Objective 4:** CMS will address the students' physical, emotional and academic needs to support their academic readiness when impacted by excessive absences.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> CMS will provide clear, communicated expectations for where students can access missing work when absent. <b>Strategy's Expected Result/Impact:</b> Students able to access material when absent, <b>Staff Responsible for Monitoring:</b> All teachers, administrators, counselors	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> CMS will communicate with parents when students are approaching or have reached a certain threshold of absences <b>Strategy's Expected Result/Impact:</b> Informed parents, increased support <b>Staff Responsible for Monitoring:</b> Attendance clerk, counselors, administrators	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> CMS will provide possible solutions for teachers to consider when dealing with excessive student absences <b>Strategy's Expected Result/Impact:</b> Increased teacher support, increase attendance <b>Staff Responsible for Monitoring:</b> Counselors, instructional coaches, administrators, teachers	Formative			Summative
	Sept	Dec	Mar	May
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> CMS will improve communication and follow-up with students on absences to bolster personal connection to the school and make sure students know we want them at school. <b>Strategy's Expected Result/Impact:</b> Increased belonging and relationships, increase in student attendance <b>Staff Responsible for Monitoring:</b> All staff	Formative			Summative
	Sept	Dec	Mar	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

# Campus Funding Summary

Bilingual/ESL: State Special Allotment					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	3			\$250.00
<b>Sub-Total</b>					\$250.00
Comp Ed: State Special Allotment					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	3			\$1,000.00
<b>Sub-Total</b>					\$1,000.00
CTE: State Special Allotment					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	5			\$183,885.00
<b>Sub-Total</b>					\$183,885.00
Special Education: State Special Allotment					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	1			\$968,242.00
<b>Sub-Total</b>					\$968,242.00
GT Allotment					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	4			\$181,554.00
<b>Sub-Total</b>					\$181,554.00