

Rockwall Independent School District

J.W. Williams Middle School

2023-2024 Improvement Plan

Accountability Rating: A



Mission Statement

"Williams Middle School exists to prepare all learners to become compassionate, inquisitive and resilient contributors to our global community."

Vision

"Preparing the Next Generation of Leaders"

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Comprehensive Needs Assessment

Demographics

Demographics Summary

The 2023-2024 demographic summary for J.W. Williams Middle School is as follows:

American Indian - 0.7%, Asian/Pacific Islander - .1%, MR - 6.26%, African-American - 8%, Hispanic - 17%

White - 65.8%, Eco. Dis. - 17.8%, Sp. Ed. - 10%

For the last three years our overall attendance rate has been between 90.4% and 99.2%

A2A is used to track and address absenteeism.

Our staff demographics are African American – 4.8%, Hispanic – 8.9%, White – 81.5%.

Demographics Strengths

Williams Middle School is strong because of a growing, diverse demographic. We are composed of a variety of diverse viewpoints, backgrounds, ethnicities and cultures. We have strong parent and community support. Our families and community highly value public education and higher education. The district has the funds necessary to meet student needs. We have new and updated facilities that are clean and safe. Our students come from a variety of socioeconomic backgrounds. Our students are kind to one another and empathetic. Our students are inclusive of their peers from all student groups.

Student Learning

Student Learning Summary

J.W. Williams Middle School staff and students have worked diligently to achieve meets status on all state assessments through an intense focus on quality and engaging lesson design, individual student achievement plans, differentiated instruction, and a high-quality intervention program designed for all students. Support resources like AVID, Lexia, StemScopes, Imagine Math and Wildcat Time assist staff in providing students with targeted instruction.

Student Learning Strengths

Williams MS students STAAR scores were consistent with their peers across the district in most tested subjects. Williams students scored above their peers across the state in all tested subjects.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Algebra 1 scores were lower than district peers

School Processes & Programs

School Processes & Programs Summary

All core teachers have common planning periods with those on their grade level team. They meet at least once weekly to analyze data, identify struggling students and weaknesses in instruction. They have created norms and goals for their collaboration teams. Each week they answer Dufour's four PLC questions. They do their best to design engaging lessons.

Teachers have a voice in decision making through Google Form data collection, various committees, CIC and the Leadership Team.

Almost all teachers have two 15 minute duties every week.

There are many programs available before and after school.

The master schedule is designed to maximize instructional minutes. We have a 36 minute Wildcat Time intervention period every day. We do every thing we can to minimize interruptions to instructional time.

Canvas is used by all teachers in all content areas. Teachers use a variety of instructional strategies. We have over a 1,000 Chromebooks distributed evenly throughout the school for student use. WMS also has a lab with 30 PC desktops that are used by the 7th grade Tech Apps classes. There is also a lab of 30 PC desktops that is used all day by Tech Apps and Robotics classes.

We have a viable curriculum. It can be taught in the time allotted during the year. We are making every effort to guarantee our curriculum, meaning, we are inspecting the implementation of our curriculum to ensure that students on our campus are getting the same instruction as their peers in other RISD middle schools. We continually model the integration of technology and innovative teaching strategies in our professional development. All core area teachers are expected to use all Common Campus Assessments and to scan all results into AWARE. Teachers use district's guaranteed and viable curriculum from within Forethought in Eduphoria.

We have a longstanding and well articulated student behavior plan in place. Teachers are reminded annually to utilize in class strategies before resorting to the plan. We also teach the plan and expectations to the students and teachers every year. Williams also uses PBIS as part of our student behavior system. Teachers utilize a variety of positive intervention strategies to support and encourage good behavior.

New employee hires have been made for this 2023-2024 school year that meet the definition of *Highly Qualified*. We seek to identify and hire staff members that reflect the demographic makeup of our student body. We assemble committees to assist in the hiring process. New hires go through a detailed screening and interview process from highly qualified teachers and administration. We proactively look for candidates of all ethnicity's and cultures. Our staff retention is high so frequent turnover is not an issue.

School Processes & Programs Strengths

Collaborative Teams are identifying struggling students and working to improve instructional strategy alignment to the curriculum.

We have very high levels of participation in extra and co-curricular activities.

Implementation of Positive Behavioral Interventions and Supports (PBIS) for teaching appropriate student behavior and acknowledging/celebrating positive student behavior through Principal's 100 club as well as other initiatives. Such initiatives as the Campus Security Plan, violence prevention student training sessions and AIM for Success have complemented each other over the past couple of years. After implementation of PBIS, violations of the Student Code of Conduct dropped. Lunch detentions and office referrals are both down since the introduction of PBIS. We use a Social Emotional Learning program called Second Step. We will use it again this year with a plan for higher fidelity in lesson presentation.

The strengths of our current technology plan and implementation are that we have sufficient technology and WIFI service for the integration of technology into the classroom. We

also have fairly widespread technology integration in classrooms across our campus and our hope is that as we involve teachers in instructional rounds and technology integration professional development we will see the use of technology spread more fully throughout the campus.

Perceptions

Perceptions Summary

Williams MS staff have developed Motto, Mission and Vision statements for the school.

The majority of our students say they feel that Williams is safe and orderly with specific rules and procedures in place. The majority also says that they know what to do in an emergency and know what to do if they see a classmate with an illegal weapon or substance at school. Students perceive that bullying is a problem at Williams. Bullying is addressed promptly with formalized processes.

The majority of students say they feel successful and respected by teachers at school. Over 95% of our students say they have meaningful friendships at school. Over 90% of students believe that Wildcat Time is beneficial to their academic success.

The vast majority of our teachers feel our school is a safe place. Over 95% of our teachers say, "Our emergency management plan is adequate and I know how to implement it." The majority of our staff feel like our school has a positive climate and students are well behaved.

Perceptions Strengths

Our school has a safe and well organized learning environment.

The majority of students believe that Williams is a great place to attend school. The majority of our teachers feel the same.





Priority Problem Statements

Goals

Goal 1: Williams Middle School will have effective PLCs by following an Agenda. .

Performance Objective 1: All core area PLC's will have weekly meetings during common conference periods or before or after school to discuss student achievement, student needs, and professional growth.





Evaluation Data Sources: Administrator attendance and participation in PLCs

Strategy 1 Details	Reviews			
Strategy 1: PLCs will use their weekly time to study the curriculum and student assessment data. After studying they will design instruction that meets the needs of their students. Strategy's Expected Result/Impact: Improved classroom instruction and student achievement. Teachers will be well aware of what students know and can do and what students do not know and cannot do. Staff Responsible for Monitoring: Self and Administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Data from CCAs, MAP testing, report cards, progress reports, STAAR/ EOC, Eukolos, AWARE and Lead4ward used to gauge student achievement will be the focal point for discussion. Strategy's Expected Result/Impact: Improved classroom instruction and student achievement. Instruction will focus on making sure students master the district curriculum. Staff Responsible for Monitoring: Teachers and administrators	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Williams Middle School will ensure consistent instructional processes to achieve and maintain high performance for all learners.

Performance Objective 1: Williams Middle School will ensure a Guaranteed and Viable Curriculum that is aligned to what is written in the TEKS and assesses mastery of the TEKS to ensure optimal student performance.





Evaluation Data Sources: Improved student achievement across all grade levels and campuses.

Strategy 1 Details	Reviews			
Strategy 1: PLCs will meet weekly to preview assessments, study unit overviews and plan instruction. Strategy's Expected Result/Impact: Improved student achievement Staff Responsible for Monitoring: Department chairs and administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: PLCs will analyze all assessment data and create a Google Slides document as evidence. This will make teachers aware of what students do and don't know and can and can't do. This information will be used to guide reteach, interventions and future classroom instruction. Strategy's Expected Result/Impact: Improved student achievement. Staff Responsible for Monitoring: Department chairs and administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: All classroom teachers will have a daily lesson plan that includes a bell ringer activity, a learning goal, instructional strategies, guided practice activities, formative assessments and homework. Strategy's Expected Result/Impact: Improved classroom instruction and student achievement. Staff Responsible for Monitoring: Department Chairs, Team Leads and Administrators	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Williams Middle School will ensure consistent instructional processes to achieve and maintain high performance for all learners.





Performance Objective 2: Williams Middle School student's will show growth in all tested subject areas as a result of the Guaranteed and Viable curriculum.

Evaluation Data Sources: 2023 STAAR and EOC results.

Strategy 1 Details	Reviews			
Strategy 1: PLCs will meet weekly to preview assessments, study unit overviews and plan instruction. Strategy's Expected Result/Impact: Improved student achievement Staff Responsible for Monitoring: Department chairs and administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: PLCs will analyze all assessment data. This will make teachers aware of what students do and don't know and can and can't do. This information will be used to guide reteach, interventions and future classroom instruction. Strategy's Expected Result/Impact: Improved student achievement. Staff Responsible for Monitoring: Department chairs and administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Classroom teachers will regularly ask students questions that require higher order thinking. Strategy's Expected Result/Impact: Increased % of Masters scores on STAAR. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: All WMS teachers will improve the quality and relevance of their instruction and increase student learning while integrating Kagan into the curriculum.





Performance Objective 1: The Campus ITS will meet at least one time every nine-weeks with all core and elective departments to plan technology integrated lessons based on student needs

Strategy 1 Details	Reviews			
Strategy 1: Teachers will develop lessons at LoTi Level 3: Infusion. Definition: Digital and/or environmental resources are used by students and/or the teacher to execute teacher-directed tasks that emphasize higher levels of student cognitive processing relating to the content standards. Strategy's Expected Result/Impact: LoTi Level 3: Infusion lessons will be evident in classrooms. Staff Responsible for Monitoring: Campus ITS and administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: The Campus ITS will facilitate the spread of Canvas across all core areas. Teachers and ITS will continually aspire to move Canvas lessons to the upper levels of the LoTi framework. Strategy's Expected Result/Impact: School-wide implementation of Canvas Staff Responsible for Monitoring: Campus ITS and administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Teachers will build digital resources related to each Topic or Unit of study. Strategy's Expected Result/Impact: Students will be able to access digital classroom materials 24/7. These resources will assist students with reteach, review, makeup work and will meet some expectations of student IEPs. Staff Responsible for Monitoring: Campus ITS and administration	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Williams Middle School will ensure a safe and civil environment that is responsive to the needs of our diverse community.

Performance Objective 1: Williams Middle School will continue to implement student health and welfare programs for students and parents at all campuses.





Evaluation Data Sources: Documentation of parent education forum

Strategy 1 Details	Reviews			
Strategy 1: Williams middle school staff will utilize the Better Together series for SEL. Strategy's Expected Result/Impact: Reduce incidents of bully on and off campus. Improve student mental health. Staff Responsible for Monitoring: Administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Student health and welfare will be improved through the Cooper Institutes Healthy Zone Recognition Program and grant. Strategy's Expected Result/Impact: Improved student health and welfare. Staff Responsible for Monitoring: Kacie Hickman and Mike Mann	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Williams will continue to administer the Fitness Gram to all students in physical and outdoor education classes, athletes, cheer and drill team. Strategy's Expected Result/Impact: Improved fitness and personal awareness of all participants. Staff Responsible for Monitoring: Tresa Thornton and Mike Mann.	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Williams Middle School will ensure a safe and civil environment that is responsive to the needs of our diverse community.

Performance Objective 2: Williams Middle School will continue to implement the Student Code of Conduct, addressing bullying, harassment, and sexual harassment.





Evaluation Data Sources: PEIMS data, stay-away agreements, and transfers

Strategy 1 Details	Reviews			
Strategy 1: Administration will increase vigilance in identifying and addressing bullying and harassment behaviors. Strategy's Expected Result/Impact: Reduction in bullying and harassment. Staff Responsible for Monitoring: Administrators.	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: We will continue to implement PBIS campus-wide. Strategy's Expected Result/Impact: Improved student behavior and sense of safety and belonging at school. Staff Responsible for Monitoring: All staff.	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Williams Middle School will ensure a safe and civil environment that is responsive to the needs of our diverse community.

Performance Objective 3: Williams will improve safety and civility through a variety of methods and strategies.

Evaluation Data Sources: Discipline data collected by administration. Counseling data. Surveys of student attitudes and perceptions.

Strategy 1 Details	Reviews			
Strategy 1: Williams will create a core team of students that meet regularly to discuss these issues and implement strategies for improvement. Strategy's Expected Result/Impact: Awareness will be heightened and students will treat their peers with more civility and respect. Students will feel more safe and valued at school. Staff Responsible for Monitoring: Mr. Brewer and Officer Williams	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Williams staff will make use of the One Pager to stimulate discussions and raise awareness on safety and civility. Strategy's Expected Result/Impact: Awareness will be heightened and students and adults will treat their peers with more civility and respect. Staff Responsible for Monitoring: All staff, administrators	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Campus will ensure compliance with the Local Wellness Policy through implementation of the District Wellness Plan in the areas of Nutrition Promotion, Nutrition Education, Physical Activity and Other School Based Activities.

Performance Objective 1: Williams staff and programs will address the following four areas: 1) Nutrition Promotion, 2) Nutrition Education, 3) Physical Activity, and 4) Other school based activities.

Strategy 1 Details	Reviews			
Strategy 1: Nutrition Promotion: Our master schedule allows for at least 10 minutes to eat breakfast and 20 minutes to eat lunch, from the time the student received his/her meal and is seated. Strategy's Expected Result/Impact: Improved student health. Staff Responsible for Monitoring: Administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Nutrition Promotion: One-hundred percent of students will have access to drinking water at all times during the school day. Strategy's Expected Result/Impact: Improved student health. Staff Responsible for Monitoring: All school staff.	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Nutrition Education: Student health and welfare will be improved through the Cooper Institutes Healthy Zone Recognition Program and grant. Strategy's Expected Result/Impact: Improved student health. Staff Responsible for Monitoring: PE teachers	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Physical Activity: Student health and welfare will be improved through the Cooper Institutes Healthy Zone Recognition Program and grant. Strategy's Expected Result/Impact: Improved student health. Staff Responsible for Monitoring: PE teachers	Formative			Summative
	Dec	Feb	Apr	June

Strategy 5 Details	Reviews			
Strategy 5: Other School Based Activities: Williams will continue to administer the Fitness Gram to all students in physical and outdoor education classes, athletes, cheer and drill team. Strategy's Expected Result/Impact: Improved student health. Staff Responsible for Monitoring: PE teachers, sponsors and all coaches.	Formative			Summative
	Dec	Feb	Apr	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				