



Targeted Improvement Plan

District Name: Ranger Independent School district	County District Number: 067907	Superintendent Name: Mike Thompson
Campus Name: Ranger Middle School	Campus Number: 041	District Coordinator of School Improvement: Mike Thompson
PSP: Jan Cogburn	Educational Service Center: Region 14	School Principal: Jesse Ellerbe

Vision: The Ranger Middle School staff believes all students can and will progress academically and the school will become academically recognized. We believe we can earn academic distinctions through effective planning, observing, monitoring and student empowerment exemplified throughout campus culture and productive life in the future.

Problem Statement #1:	ELA/Reading and Math throughout the Middle School student population has evidence of a significant gap in Growth Points Earned of 79 to State Total Possible Points of 135.	Annual Goal #1:	Improve the Growth performance in ELA/Read and Math from 79 to 89 points.
Root Cause #1:	The campus staffs' alignment of instructional rigor to instructional assessment is not adequate to obtain scores at Meets / Masters level of the STAAR standards.	Strategy #1:	Secure and implement research-based programs, train staff in best practice strategies and interventions (including data disaggregation) while aligning 6-8 ELA and Math to raise the rigor level of instruction to meet the challenges of STAAR testing.

Goal #1:	Activity <i>(Actions/Processes)</i>	Activities Timeline	Resources	Person(s) Responsible	Goal for this Activity	Results for this Activity	Status	Next Steps
Short-Term: <i>(training, acquisition of new skills)</i>	Train all STAAR tested secondary staff in the implementation and analysis of instructional and assessment processes	9/01/18 to 9/30/19	Purchased programs (DMAC, i-ready, and Apex Learning); research based strategies and interventions (specifically including data analysis strategies from the book "Driven by Data: A Practical Guide to Improve Instruction" by Paul Bambrick-Santoyo along with training from ESC 14 Curriculum Specialists); instructional staff; instructional coach; lead teachers	Principal; Instructional Coach; Lead teachers; ESC 14 Curriculum Specialist; PSP	100% of the STAAR tested instructional staff will be fully trained in programs, strategies and interventions.	11-05_18: Purchased and 100% trained DMAC, iReady, and APEX Learning for 6 gr. And up for enrichment and credit recovery for all assessed content areas; Trained data analysis strategies for "Driven by Data: A Practical Guide to Improve Instruction" for Targeted Student Intervention and extension.	On Track to Meet Goal	Completed.
	Assess students for a baseline mastery level using an SLO pretest within individual subject areas. The results from this SLO assessment should identify individual student academic weaknesses and strengths.	9/01/18 to 9/30/19	Professional Development (SLO training provided by campus principals), Purchased programs (DMAC as a possible test building and data analysis program); instructional staff; instructional coach	Principal; Instructional Coach; All STAAR tested classroom teachers; ESC 14 Curriculum Specialist; PSP	Baseline assessment of knowledge recorded for 100% of all students in STAAR tested classes.	11-05_18: Completing SLO process to identify individual student S & W.	On Track to Meet Goal	Completed.
	Assess students for a baseline mastery level using an I-ready initial diagnostic test within Math and ELA subject areas. The results from this assessment should identify individual student academic weaknesses and strengths.	9/01/18 to 9/30/19	Professional Development (i-ready training via webinar), Purchased programs (i-ready); instructional staff; instructional coach	Principal; Instructional Coach; All STAAR tested classroom teachers; ESC 14 Curriculum Specialist; PSP	Baseline assessment of knowledge recorded for 100% of all students in Math and ELA classrooms.	11-05_18: Obtained i-ready baseline for R/ELA and Math; Sent Reading information home.	On Track to Meet Goal	Create spread sheets to record student data and track individual student progress.
	Initiate implementation of programs, interventions, and strategies to aid in better aligning instruction and assessment with TEKS (specifically readiness/most tested standards), SEs, and intervention strategies in content classes.	9/01/18 to 9/30/19	Research based programs (DMAC, Lead4Ward, i-ready, APEX, Mentoring Minds, and SIRIUS), strategies and interventions; Teachers; Instructional Coach; Lead Teachers	Principal; Instructional Coach; Lead teachers; ESC 14 Curriculum Specialist; PSP	Implementation of the programs, interventions and strategies in 75% of the content classes by 10-15-18 as evidenced in walk-throughs.	11-05_18: Implemented APEX and Mentoring Minds for small groups tutorial.	On Track to Meet Goal	Identify specific Student Expectations for targeted student groups.
	Initiate monitoring of instructional implementation and assessment of students using best practices, purchased programs, intentional strategies and individualized interventions.	9/01/18 through 10/30/18	Programs (DMAC, i-ready, Apex Learning, and our Campus Wide Data tracker), strategies, interventions (prescribed use of tutorial time during "Road Show"; administrative and instructional staff	Principal; Instructional Coach; All STAAR tested classroom teachers; ESC 14 Curriculum Specialist; PSP	Monitoring of 100% of STAAR instructional staff to document effective implementation with 90% of the staff documenting efficiency in implementation and monitoring of all components.	11-05_18: 20" per day "Road Show" will be monitored for implementation for improvement in targeted SEs and Enrichment.	On Track to Meet Goal	UIL, One-Act Play and enrichment activities for targeted students to be documented in Campus Data Tracker.

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Intermediate: (Implementation)	Plan for Unit Tests, Interim Assessments (IAs), and Benchmarks (BMs) covering the targeted STAAR tested subject SEs with appropriate rigor and frequency meeting standards.	10/30/18 to 03/30/19	Programs (Lead4ward and DMAC), strategies, interventions; administrative and instructional staff; Assessment calendar	Principal; Instructional Coach; Lead teachers; ESC 14 Curriculum Specialist; PSP	Establish an assessment system and calendar which will document 100% of both instructional and student growth toward 85% mastery of tested standard concepts.	11-05_18: Testing calendar created in Google and accessible in District calendar with alerts for teachers. 01-14_19: Calendar being implemented.	On Track to Meet Goal	Monitor implementation and completion of tests, and individual student progress.
	Implement the first and sequential I-ready diagnostic test for ELA and Math students to identify individual student academic needs.	10/30/18 to 03/30/19	Programs (i-ready), strategies, interventions; administrative and instructional staff; Assessment calendar; Assessment documents (i-ready diagnostic test reports)	Principal; Instructional Coach; Math and ELA classroom teachers; ESC 14 Curriculum Specialist; PSP	Monitoring of 100% of STAAR instructional staff to document effective implementation with 90% of the staff documenting efficiency in implementation and monitoring of all components.	11-05_18: Monitor growth monthly 01-14_19: ELA and Math iReady interium tests scheduled and in progress.	On Track to Meet Goal	Students rewarded based on progress (will have 3 data points)
	Implement the initial Interim/Sequential Assessments covering the targeted STAAR tested subject SEs with appropriate rigor and frequency of standards. Schedule future IAs and BMs into the assessment calendar.	10/30/18 to 03/30/19	Programs (Lead4ward and DMAC), strategies, interventions; administrative and instructional staff; Assessment calendar; Assessment documents (IAs and BMs created using DMAC, DMAC reports, and a Virtual Data Tracking Sheet - campus shared Google Sheet)	Principal; Instructional Coach; All STAAR tested classroom teachers; ESC 14 Curriculum Specialist; PSP	Complete the initial interim assessment with documented results for 100% of the students in STAAR tested classes and plan for 100% of the regular and extended instructional support systems implementation and initial documentation with fidelity.	11-05_18: Many students had 75 points growth; students actively discussing progress and look forward to recognition. 01-14_19: Reviewed data. Data available on 100% of students.	On Track to Meet Goal	Continue data tracking and student recognition activities.
Long-Term: (Results)	Full implementation of classroom best practices to close whole-group gaps (Apex Tutorials), individualized student interventions to support individualized growth (i-ready), instructional strategies, and assessment.	11/30/18 to 05/30/19	Programs (DMAC, I-ready, and Apex Tutorials), strategies, interventions (to take place in the classroom, during tutorial times, as well as during Road Show); administrative and instructional staff; Assessment calendar; Assessment documents (i-ready reports and Apex Learning reports)	Principal; Instructional Coach; Lead Teacher; All STAAR tested classroom teachers; ESC 14 Curriculum Specialist; PSP	With 100% of STAAR tested needs of students identified, provide staff coaching or mentorship as identified through individualized conversations during PLC times; Target and document program process needs changes and identify and document 95% of staff implementing with fidelity.	01-14_19: Rigor in iReady is high and student growth has been observed.	On Track to Meet Goal	Continue data tracking and student recognition activities.
	Plan for and implement staff changes in program instruction and coaching from data based results; Identify students needing further instruction, tutorials, and/or mentorship by using reports from Apex Learning Tutorials and individualized lessons in i-ready.	12/01/18 to 05/30/19	Programs (DMAC, I-ready, and Apex Tutorials), strategies, interventions; administrative and instructional staff; Assessment calendar; Assessment documents (I-ready and Apex Learning reports); STAAR/EOC assessments	Principal; Instructional Coach; Lead Teacher; Teachers; ESC 14 Curriculum Specialist; PSP	100% of students with testing and STAAR / EOC results and sequential instruction needs identified [summer testing or programs]; identified staff training for professional development; STAAR/Domain 2 Growth Points = 89 in 2019 (vs. 79 points in 2018).	01-14_19: Gathering and reviewing data is on-going.	On Track to Meet Goal	Continue data tracking and student recognition activities.
Vision Status		Making progress toward academic recognition by goals and next steps in TIP.		Vision Metrics		Use of data systems to measure academic progress toward improved growth performance.		

End of Year Report

Did you meet the annual goal? Why or why not?

Is the root cause resolved? Why or why not?

Problem Statement #2:	In "Closing Performance Gaps" the ECD student population scores document a performance of 54% "Approaches" in content tested to a significantly low percent of students scoring "Meets" at 22% and "Masters" at 11% average across content areas tested indicating a significant gap to NEW State Standard.	Annual Goal #2:	Reduce the documented gap in student academic mastery across Reading, Math, Writing, Science, and Social Studies by increasing the ELA/Math "Approaches" performance to the 71% average across all content areas tested; additionally, use individual student data and plan for increasing the students' achievement of "Meets" level success from the 22% ECD to 38% (24 additional tests at Meets level).
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Root Cause #2:		A lack of basic knowledge of how to disaggregate data and use that specific information to plan for intentional strategies has hindered our instructional staff in preparing and presenting targeted instruction.			Strategy #2:		Plan for and implement the use of individual student data analysis by training students to form academic goals based on the study of their own personal data from Interim Assessments and Benchmark Exams. Staff will monitor and assist in documentation of student progress.	
Goal #2:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Goal for this Activity	Results for this Activity	Status	Next Steps
Short-Term: (training, acquisition of new skills)	Train teachers in the practice of data disaggregation. Teachers should be able to analyze individual student test data to note specific strengths and needs.	9/30/18 to 10/30/18	Instructional programs (specifically including data analysis strategies from the book "Driven by Data: A Practical Guide to Improve Instruction" by Paul Bambrick-Santoyo along with training from ESC 14 Curriculum Specialists), data assessment systems.	Principal; Instructional Coach; Lead Teacher; Teachers; ESC 14 Curriculum Specialist; PSP	100% of the staff trained in the use of data analysis tools and resulting instructional data individualized for planning student academic intervention and accommodations.	11-05_18: All staff trained	On Track to Meet Goal	Completed.
	Train teachers in the use of a student tracking database (specifically our campus "Data Tabs") to be used for individual student monitoring of test data analysis to note specific instructional strengths and needs.	9/30/18 to 10/30/18	Instructional programs, data assessment systems, student tracking network data base, data tools, data analysis documents (i.e. Campus Data Tabs created and shared using Google Sheets)	Principal; Instructional Coach; Lead Teacher; Teachers; ESC 14 Curriculum Specialist; PSP.	100% of the staff trained in the use of database for student tracking and resulting 100% student participation in instructional data use and individualized for planning student academic intervention, and accommodations.	11-05_18: IR data tracking tabs for individual student monitoring.	On Track to Meet Goal	IR data tracking tabs for individual student monitoring to be completed for completed assessments.
	Train teachers in the use of data walls for individual student monitoring of test data analysis to note specific category and SE mastery, noting instructional strengths and needs across content areas.	9/30/18 to 10/30/18	Instructional programs data assessment systems, student tracking on data wall consistent updates, data tools, data analysis documents	Principal; Instructional Coach; Lead Teacher; Teachers; ESC 14 Curriculum Specialist; PSP;	100% of the staff trained in the use of data walls for student tracking and resulting instructional data individualized for planning student academic intervention and accommodations.	11-05_18: Teachers create own Unit tests themed toward content covered.	On Track to Meet Goal	Train new staff. Create data walls across content areas (anonymous student numbers for confidentiality)
Intermediate: (Implementation)	Fully implement with fidelity the use of data disaggregation in individual student test data analysis to note specific strengths and needs for regular and extended instructional planning.	10/15/18 to 05/30/19	Instructional programs data assessment systems documentation formats, data tools, data analysis documents (Assessment Data Analysis and Action Plan tool)	Principal; Instructional Coach; Lead Teacher; Teachers; ESC 14 Curriculum Specialist; PSP	100% of the students' scores in data analysis tools will result in teacher group instructional data and content and student individualized markers. Documentation for planning future student academic instruction, intervention, and accommodations.	11-05_18: Begin implementation. 01-14_19: Reviewed data to target specific students in need of intervention and plan extended instruction indicated in data.	On Track to Meet Goal	Monitor implementation and individual student intervention strategies; explore writing programs for improved performance.
	Fully implement with fidelity the use of our campus "Data Tabs" for individual student monitoring of test data analysis to note specific instructional strengths and needs for instructional planning.	10/15/18 to 05/30/19	Instructional programs data assessment format systems, data tools, data analysis documents (Campus Data Tabs created and shared using Google Sheets)	Principal; Instructional Coach; Lead Teacher; Teachers; ESC 14 Curriculum Specialist; PSP	100% of the students' scores documented by 95% of staff and students in data analysis tools, will result in instructional data individualized for planning future student academic intervention, and accommodations.	11-05_18: Begin implementation. 01-14_19: Data tabs are current.	On Track to Meet Goal	Use of voice typing strategy has been implemented in writing; Monitor data in data tabs for continued student progress.
	Fully implement with fidelity use of data walls for individual student monitoring of test data analysis to note specific category and Readiness through Process SE mastery. While noting instructional strengths and needs across content areas for specific targeted instruction.	10/15/18 to 05/30/19	Instructional programs, data assessment format systems, student tracking on data walls, data tools, data analysis documents	Principal; Instructional Coach; Lead Teacher; Teachers; ESC 14 Curriculum Specialist; PSP	100% of the students' scores documented by 95% of staff and students in data analysis tools, will result in instructional data individualized for planning future student academic intervention, and accommodations.	11-05_18: Begin implementation. 01-14_19: Teachers are using data walls.	On Track to Meet Goal	Implement writing improvement across all content areas.

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	Fully implement with fidelity use of data walls for individual student monitoring of test data analysis to note specific category and Readiness through Process SE mastery. While noting instructional strengths and needs across all content areas for specific targeted instruction.	10/15/18 to 05/30/19	Instructional programs, data assessment format systems, student tracking on data walls, data tools, data analysis documents	Principal; Instructional Coach; Lead Teacher; Teachers; ESC 14 Curriculum Specialist; PSP	100% of the students' scores documented by 95% of staff and students in data analysis tools, will result in instructional data individualized for planning future student academic intervention, and accommodations.	11-05_18: Begin implementation. 01-14_19: Positive response from students in data walls (anonymous numbers assigned to students).	Significant Progress	Monitor implementation and individual student intervention strategies;
Long-Term: (Results)	Monitor and modify the implementation of data disaggregation in individual student test data analysis and documenting in the campus based "data tabs" will note specific strengths and needs for instructional planning.	10/25/18 through 05/30/19	Instructional programs (i.e. DMAC), data assessment systems (i.e. DMAC), data tools, data analysis documents.	Principal; Instructional Coach; Lead Teacher; Teachers; ESC 14 Curriculum Specialist; PSP	100% of the students' scores in data analysis tools monitoring will result in academic growth in "Approaches" by 20% per quarter. Additionally, growth in students achieving "Meets" will grow 16% per quarter.	11-05_18: Begin implementation. 01-14_19: Instructional planning has been enhanced through data documentation of individual student progress.	On Track to Meet Goal	Monitor implementation and individual student intervention strategies;
	Monitor and modify the use of the data walls through the STAAR testing completion for individual student documentation of test data analysis to note specific category and SE mastery. Plan based on instructional strengths and needs across content areas, and retest prep components.	10/25/18 through 05/30/19	Instructional programs, data assessment systems, student tracking on data walls, data tools, data analysis documents	Principal; Instructional Coach; Lead Teacher; Teachers; ESC 14 Curriculum Specialist; PSP	74% of all 6-8 grade students' will score at or above the "approaches" level on their STAAR ELA / Reading and Math tests in 2019. Additionally, achievement in the "Meets" category will grow from 22% within our ECD population to 38% (24 additional tests at Meets level) in 2019.	11-05_18: Begin implementation. 01-14_19: Targeted Instructional strengths and needs have been monitored via data walls with student progress observed.	On Track to Meet Goal	Monitor implementation and individual student intervention strategies;
Vision Status		Making progress toward academic recognition by goals and next steps in TIP.		Vision Metrics	Use of data systems to measure academic progress toward closing the gap annual goal mastery.			

End of Year Report

Did you meet the annual goal? Why or why not?

Is the root cause resolved? Why or why not?

Problem Statement #3:				Annual Goal #3:				
Root Cause #3:				Strategy #3:				
Goal #3:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Goal for this Activity	Results for this Activity	Status	Next Steps
Short-Term: (training, acquisition of new skills)							Select	
							Select	
							Select	
							Select	
Intermediate: (Implementation)							Select	
							Select	
							Select	
Long-Term: (Results)							Select	
							Select	
Vision Status				Vision Metrics				