

McKinney Independent School District
Evans Middle School
2018-2019 Campus Improvement Plan



Mission Statement

We will provide engaging learning experiences so students can become effective communicators, quality contributors, and socially responsible citizens.

Vision

We are a cohesive, diverse community providing engaging learning experiences for all.

Value Statement

Partnerships between students, parents, community members, and staff are foundational to educational success.

Positive school culture and a safe environment foster growth.

Everyone has inherent value and deserves to be treated with dignity and respect.

Learning is an active process requiring engaging tasks and engaging minds.

Relevant and authentic experiences ignite continuous, deeper learning.

Meaningful relationships enrich learning.

Confidence fuels risk taking and higher achievement.

Financial stewardship ensures a tomorrow for education.

Comprehensive Needs Assessment

Needs Assessment Overview

Campus Profile

Evans Middle School (EMS) is focused on providing our students an excellent education while giving them the skills necessary to be productive citizens in the community in which they live. Our uncompromising commitment to achieve specific, measurable goals and inspire a passion for learning will guide us this year. We continue to demonstrate that a school can have high academic success and expectations and be a part of giving back to the community in which we live. Evans has a track record of receiving recognition in academics and in extracurricular activities. Our students feel safe at school and know the expectations of the school in order to be successful. Evans Middle School has approximately 1119 students in grades 6-8. Our student body is comprised of 23% Hispanic students, 16% African American students, 7% Asian students, 64% White students, and 5% Two or More Races. EMS has 11% of our students that qualify for the gifted and talented program, 24% receive free or reduced-price meals, 28% are At-Risk, 12% receive special education services, including three centralized programs (STC, FAC, and DSSC), and 8% are Limited English speakers (including active ESL, first year monitor, and second year monitor).

Key Findings

This past year, EMS met standard in all four indices established by TEA by having a combined campus-wide passing rate of 87% on STAAR. We outperformed the state average in reading, writing, math, history, and science. An area that has been very successful for us in testing is our AVID (Advancement Via Individual Determination) algebra class. Every student who took algebra in the 7th and 8th grade passed the algebra end of course exam for the sixth year in a row. EMS is a national demonstration school for AVID, and we are the first middle school in MISD to be a No Excuses University middle school. EMS also achieved HRS: Level 1 certification status in the 2016-2017 school year and looks to obtain Level 2 in 2018-2019 based on the preparatory work of our campus this year.

Areas for Instructional Improvement

Evans Middle School will continue to focus on our economically disadvantaged students and our English language learners in all areas. There is an achievement gap that needs to be closed. Evans also looks to strengthen in student progress for all students by providing rigorous work that challenges all levels of students. Professional Learning Communities will continue to strengthen and focus on designing engaging lessons for students.

Actions to Improve Student Performance

In order to achieve our goals, EMS will continue focusing on data meetings and implementing strong PLCs. Evans teachers will continue to analyze data, both formative and summative, and use research-based interventions to improve student academic growth. Through PLCs, teachers will collaborate, keeping their “who” in mind, to design highly engaging lessons. We will continue to have a school wide focus on academic vocabulary. In our fourth year of having an advisory period, EMS will continue to focus on improving soft skills, study skills, and help prepare students to make a positive IMPACT in the community. Evans Middle School will continue to provide professional development in the areas of design qualities, professional learning communities, SIOP/ELL best practices, and AVID strategies.

Demographics

Demographics Summary

Evans Middle School has approximately 1119 students in grades 6-8. Our student body is comprised of 23% Hispanic students, 16% African American students, 7% Asian students, 64% White students, and 5% Two or More Races. EMS has 11% of our students that qualify for the gifted and talented program, 24% receive free or reduced-price meals, 28% are At-Risk, 12% receive special education services, including three centralized programs (STC, FAC, and DSSC), and 8% are Limited English speakers (including active ESL, first year monitor, and second year monitor).

Demographics Strengths

The strength of our student population is that it reflects the diversity of the City of McKinney. Students of different backgrounds learn to work together to build strength as a whole. Our students do a great job of accepting and embracing one another and working towards the common good of the school.

Student Achievement

Student Achievement Summary

In the 2016-2017 school year, student achievement at Evans Middle School was assessed by using the state STAAR test and the Measure of Academic Progress (MAP) assessment for Math and Compass Learning for Reading. Last year, Evans met standard in all four indices determined by TEA. During the 2016-2017 school year, Evans went through the re-validation process for AVID and earned another three year National Demonstration School status, the longest period of time AVID will validate a school. Last year, Evans applied for and was accepted as a No Excused University campus, which is the first middle school in McKinneyISD to achieve this status. For the 2017-2018 school year, Evans will continue to use data from MAP testing in the areas of Math and Reading and STAAR data to measure student growth.

Student Achievement Strengths

Last year, Evans Middle School met its goals to achieve met standard in all four indices in the state accountability system. On the End of Course Algebra 1 exam, Evans had 100% of its students pass. In 2011, Evans became an AVID (Advancement Via Individual Determination) National Demonstration School. This is a tradition we are proud to continue by earning National Demonstration status again until 2020, and this is the third consecutive time to accomplish this honor. Evans also achieved AVID Site of Distinction. Our work in supporting students to look towards the future and attending a four year university was recognized by the evaluation team and is supported through our advisory classes, also known as IMPACT. EMS offers the co-teach model in to its special education 6th grade ELAR students which allow them to remain in grade level classes with additional support. Our GT program continues to flourish, as demonstrated by winning the prestigious 8th grade Mock Trial 1st place award. Evans also started a new tradition last year and will continue this year by providing an opportunity for our high achieving students to be recognized at our Academic Excellence Evening Ceremony held in May.

School Culture and Climate

School Culture and Climate Summary

Evans Middle School is proud of its school culture, and we are always trying to improve it. Last year, we had three very successful community oriented projects, all of which allowed students to show case not only their pride in Evans, but in the City of McKinney. Evans Middle School has been recognized by former Mayor Loughmiller and the City Council of McKinney. Our Panthers participated in a service project as part of our IMPACT period, and we were recognized for our annual Pay It Forward Fun Run. Because of the students' effort in improving the city of McKinney, Mayor Loughmiller and the City Council declared April 9th as Evans Middle School Day. This philosophy of giving back will help guide us as we continue to challenge our students to succeed in the classroom and to be active in the community in which they live.

School Culture and Climate Strengths

In looking at the survey that was administered to students and parents about culture and climate, the majority of parents and students felt that Evans was a safe place for their child. Because this survey pointed to several student concerns, the counselors created focus groups in each grade level to discuss their concerns. What came out of these conversations is that overall they felt safe, but there were spots that concerned them. We have worked to increase monitoring around the building by improving our duty stations and expectations for student supervision and providing additional support in hallways and cafeteria during non-structured times so that all students feel safe all of the time. Cameras have also been installed to help improve the safety of our students and staff members. This year, we will continue to have an IMPACT award given to students who are caught doing something positive at school and we will continue to celebrate those students at our quarterly IMPACT Breakfast. Staff is also committed to making positive phone calls home to help bridge the gap between school and home.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Evans Middle School remains focused on improving staff quality. The pool of candidates has greatly increased over the last year and the quality of professional development has significantly improved for our new hires. The Gallup Poll Survey allows us to narrow our search so that we are interviewing only highly qualified teachers. Over the past couple of years, Evans has had a very low turnover rate, as a matter of fact, EMS only had one new teacher join our Evans family for the 2017-2018 school year. New teachers to Evans are assigned a mentor to help make the transition smoother and to provide them with additional support.

Staff Quality, Recruitment, and Retention Strengths

Evans has a core group of teachers who have taught for a number of years, many of whom have been at Evans since it opened. Our staff works together to solve issues and remains positive. Teachers that are not student focused definitely feel like outsiders at Evans. Over the years, by using the Gallup Poll Survey we have increased the quality of teachers. The consistent use of the Gallup Poll Survey over several years has allowed us to increase the quality of the Evans teaching staff. Those that have left Evans for other positions in the area tend to return to Evans.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

During the 2016-2017 school year, Evans Middle School teachers taught curriculum standards as designed by McKinney ISD. The teachers of Evans are focused on developing a common curriculum and creating common formative assessments in each of the core subjects that is focused on the essential standards, includes quality instruction, with an emphasis on engaging and differentiated lessons that meet the needs of all students. During professional development days, Evans will continue to train teachers in No Excuses U strategies, AVID strategies, Professional Learning Communities, and Effective Data Driven decision making. We will continue to use our data meetings to guide us in our instructional planning and use our instructional framework to drive consistent, high quality learning opportunities for all students.

Curriculum, Instruction, and Assessment Strengths

Evans Middle School will continue to focus on a mastery learning model. With updates in the curriculum and the content coordinators working in tandem with the teachers, our focus will be on mastery of the TEKS. Common planning time will provide the teachers with the opportunity to review formative and summative assessments. Teachers can then develop strategies for re-teaching and re-assessing any skills for which a student has not demonstrated mastery. Our professional development will have a clear focus on fundamental instructional practices, such as Socratic seminars, Cornell note taking, small group instruction, teach-reteach strategies, engaging lesson designs, and Kagan instructional strategies.

Parent and Community Engagement

Parent and Community Engagement Summary

The parents and community members surrounding Evans Middle School are very involved. Evans has a very generous Parent Teacher Organization (PTO), athletic booster club, and band booster association. We will continue with our AVID nights, community partnerships with area businesses, and our engineering club. These opportunities give our stakeholders opportunities to become involved with the school.

Parent and Community Engagement Strengths

Evans offers parents the opportunity to become involved at school through PTO, booster clubs, and volunteering. PTO offers programs for parents over a variety of topics throughout the school year. Evans counselors also host evening seminars and high school registration meetings. In 2016-2017, Evans partnered with our PTO to host a Parent Enrichment Program. We offered parents multiple breakout sessions like Raising the Resilient Child, Internet Safety, and Technology in Today's Classroom. It was very successful and we plan to make this an annual event. Evans also hosts an annual 6th Grade Picnic at Old Settlers Park each August before school begins. Last year, we also started Donuts with Darla as a means to have community come to Evans and share feedback on what is working, what is not, and how we can work together to improve as a learning community.

School Context and Organization

School Context and Organization Summary

Evans Middle School consists of 1119 student learners in grades 6-8. We have excellent participation in the fine arts, after school clubs, Academic UIL events, and athletics. Our robotics club has over 75 students in attendance every week, and our National Junior Honors Society has grown as well. In the spring of 2011, the mayor of McKinney challenged students to find a way to give back to the community. Evans accepted that challenge, and in the spring of 2012, Evans was recognized by the mayor and the city of McKinney for our community service. Evans continues to strive for strong community involvement and finds ways to give-back through community service.

School Context and Organization Strengths

Evans has competed in Math Club competitions, Robotics, SMU engineer competitions, and Green Your School competitions. At UIL competitions, Evans Fine Arts programs have won Sweepstakes awards for the past several of years. The Sweepstakes award is only given to a group that receives all "1" the highest rating from the judges. Evans Academic UIL gained momentum last year and we will forward to seeing how well they compete again this year.

EMS Drill Team has received multiple national awards at competitions and is held to a very high standard on our campus. Evans continues to send a large number of students to the high schools who participate in all extra curricular activities.

Technology

Technology Summary

All content classrooms at Evans are equipped with Smart Boards. Evans has maintained three computer labs for classroom teachers to use; there are two computer labs that are used exclusively for career and technology courses. Every core content area teacher has an iPad to use in the classroom. Our sixth and seventh grade science and social studies departments will have increased access to technology due to project based learning. Campus-wide, we have approximately 750 pieces of technology for students to use (laptops, desktops, iPads combined).

Technology Strengths

The teachers of Evans have embraced technology in their classrooms and have designed lessons that require students to use technology as a learning tool. Canvas is being rolled out this year and will help parents have one place to find all pertinent information instead of having to locate each teacher's websites and calendar of events. Our staff is also increasing proficiency with Google resources. We continue to look for ways to use technology to increase student engagement. While technology can increase learning, it does not replace quality teaching.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- 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
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Student Success Initiative (SSI) data for Grades 5 and 8

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- 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, progress, and participation data,
- Male / Female performance, progress, and participation data
- Special education population, including performance, discipline, progress, and participation data
- Migrant population, including performance, progress, discipline, attendance, and mobility
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, progress, program growth, 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
- Violence and/or violence prevention records
- Student surveys and/or other feedback

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- 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
- T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

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

Goals

Goal 1: Safe and Collaborative Culture: McKinney ISD will ensure the faculty, staff, students, parents, and community believe that the school is safe and maximizes collaboration for the enhancement of student learning.

Performance Objective 1: Evans Middle School will achieve an attendance rate of 97.0% for the 2018-2019 school year.

Evaluation Data Source(s) 1: Attendance percentage per PEIMS

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Evans Middle School will promote school attendance by carefully monitoring student attendance data.	Campus Administration and Teachers	Attendance rate checked at Quarters and End of Year.				
2) Parents will receive notification via letter when their student reach 3 absences; at 7 absences, parents will receive a phone call and letter notification in order to enlist the parents' cooperation prior to truancy court.	Assistant Principals and Administrative assistants.	Higher attendance rate				
3) Students with excessive absences in high school courses will be provided with opportunities to make up seat time to stay credit-eligible.	Campus Administration, Counselors and Teachers of High School Credit courses.	Attendance Rate				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: Safe and Collaborative Culture: McKinney ISD will ensure the faculty, staff, students, parents, and community believe that the school is safe and maximizes collaboration for the enhancement of student learning.


Performance Objective 2: Students will be provided a safe and orderly learning environment.

Evaluation Data Source(s) 2: Staff, student, and parent surveys

Referrals and suspensions

Building analysis

Summative Evaluation 2:












Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Students will attend an anti-bullying program presented by Dr. Phil Campbell. There will be pull out groups for each grade level and a plan of action developed.	Campus Administration, Counselors and Teachers	Completion of classroom program. Establishment of effective ways to report bullying.	✓	✓	✓	
2) Evans Middle School will promote and incorporate LIVE KIND practices, with the help of our PALS students and other student leader groups.	Campus Administration, Counselors and PALS teacher	Effective use of PALS, Peer Mediation, and documentation of program.	🟡			
3) Students and parents will receive information regarding TIP 411 and how to use this hotline to report school and/or student issues in a confidential setting.	Campus Administration, School Resource Officer (SRO)	Usage report from SRO	✓	✓	✓	
4) Evans Middle School will continue to provide HRS:Level 1 protocols and procedures to maintain a safe and collaborative culture.	Campus Administration and all staff members	Community, staff, and student surveys	🟡			
5) Evans Middle School will carefully consider discretionary placement to the DAEP (District Alternative Education Placement) as a last resort.	Campus Administration	Lower discretionary placement rate	🟡			
6) Evans Middle School will comply with SRP Safety Protocols by having safety drills as per state mandate.	Campus Administration, SRO, District Safety Coordinator	Effectiveness of Safety Drills	🟡			
						

Goal 1: Safe and Collaborative Culture: McKinney ISD will ensure the faculty, staff, students, parents, and community believe that the school is safe and maximizes collaboration for the enhancement of student learning.

Performance Objective 3: Evans Middle School will foster engagement with parents and support two-way communication between school and home.

Evaluation Data Source(s) 3: Community reaching out when needs arise

Summative Evaluation 3:



Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Parent involvement will increase based on student conferences, positive phone calls home, attending Principal Coffee Chat, and increasing membership for PTO.	Campus Administration, Counselors and Teachers	Documentation by teachers and parent participation.				
2) Teachers will increase communication from school to home by providing updated information in Canvas. Teachers will update their websites weekly, posting information for testing dates, lessons, homework assignments, calendar of events, tutorial opportunities, instructional videos, and other helpful resources for students and parents.	Campus Administration and Teachers	Websites, parent e-mails, and instructional videos.				
3) Weekly newsletters will be emailed to parents and staff.	Principal and Administrative assistant.	Weekly e-mails				
4) Important information requiring immediate attention will be disseminated through the School Messenger to all parents and staff.	Campus Administration and Administrative Assistants	Proper use of call out system.				
5) Evans will reach out to our Spanish speaking parents by providing scheduling information and important information in Spanish, and by holding meetings in community elementary school.	Campus Administration	Meetings and important information will be conducted in Spanish.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: Safe and Collaborative Culture: McKinney ISD will ensure the faculty, staff, students, parents, and community believe that the school is safe and maximizes collaboration for the enhancement of student learning.

Performance Objective 4: Evans Middle School will provide opportunities for students to develop soft skills and demonstrate qualities that lead to being responsible, caring citizens.

Evaluation Data Source(s) 4: Decrease of referrals
Increase of student participation in school events and activities

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) National Junior Honor Society will lead school in two service projects.	National Junior Honor Society Sponsor	Completion of projects.				
2) Evans will establish a student advisory board that will meet with administrators at least once a quarter to gather student input and help improve the perception of our school climate.	Principal	Meeting minutes				
3) Evans Middle School will provide opportunities for students to explore new areas of interest through our Panther Privilege Time.	Administrators and Counselors	Exposure to new interests and passions outside of content areas.				
4) Evans Middle School will provide students with opportunities to recognize/celebrate and be recognized for positive behavior and character.	Administrators and Counselors	Celebrations				
5) Evans Middle School's IMPACT character program will provide students an opportunity to demonstrate and highlight their strong character traits.	All staff	Improved culture and increased number of students being honored at our EOY celebration				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: Effective Instruction in Every Classroom: McKinney ISD will engage students in rigorous and relevant learning experiences that will prepare them for graduation and post-secondary success.

Performance Objective 1: Evans Middle School will utilize data to monitor student progress.

Evaluation Data Source(s) 1: Documentation from data meetings and professional learning communities.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teams will meet to evaluate student progress and review strengths and weaknesses per TEKS in data meetings based on District Assessments.	Campus Administrators, Instructional Coach and Teachers	Teachers will know their students strengths and weaknesses and develop intervention plans to address areas of weakness.				
2) Data wall walk throughs will occur after each DA Data meeting to view students needing interventions.	Campus Administrators, Instructional Coach and Teachers.	Teachers will analyze summative assessment results and develop plan of intervention to address weak performance.				
3) Students will track their progress by objective.	Instructional Coach and Teachers	Students will be able to verbalize areas where their strengths and weaknesses are.				
4) Using Aware and /or IO, teachers will monitor students and hold them to an 80% success rate in the Mastery Learning Model.	Campus Administrators, Instructional Coach and Teachers	All in Learning Data				
5) 100% of eighth grade students will successfully reach approaches or higher on the Algebra 1 EOC.	Campus Administrators, Instructional Coach and Teachers	Data from student management system and student grades.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: Effective Instruction in Every Classroom: McKinney ISD will engage students in rigorous and relevant learning experiences that will prepare them for graduation and post-secondary success.

Performance Objective 2: Evans Middle School teachers will use design qualities to develop engaging classroom instruction.

Evaluation Data Source(s) 2: Based on the STAAR test results there will be a 2% gap closure between our economically advantaged and disadvantaged students.

Summative Evaluation 2:











Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Evans Middle School administrators will support instruction and lesson design by conducting multiple walk-throughs. Teachers will be provided feedback after each visit.	Campus Administrators	Walkthrough data and quality T-TESS feedback to teachers.				
2) Using data, staff will focus on designing instruction, mastery learning of student performance, learning traits of low SES learners, learning traits of ELL learners including SIOP strategies, and effective lesson design.	Campus Administrators and Instructional Coach	Teachers will design lessons that include design qualities, and SIOP strategies of effective teaching				
3) Evans Middle School will use Aware and/or IO to monitor student performance on District Assessments.	Campus Administrators, Instructional Coach and Teachers	Data from All In Learning being used in lesson planning to close the achievement gap.				
4) Teachers will review last year's STAAR data for areas of low performance and plan to improve instruction for this year.	Instructional Coach and Teachers	Lesson plans that focus on low performing areas.				
5) Lesson plans will include concepts that need to be spiraled or reinforced to ensure mastery learning. Lesson plans will also show evidence of design for interventions and extension activities, including teacher table.	Campus Administrators, Instructional Coach and Teachers	Evidence will be found in lesson plans which are in eduphoria.				
6) Evans Middle School will increase Pre-AP participation for low SES, African American, and Hispanic students by at least 1%.	Campus Administrators and Counselors	Data from the student management system.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: Effective Instruction in Every Classroom: McKinney ISD will engage students in rigorous and relevant learning experiences that will prepare them for graduation and post-secondary success.

Performance Objective 3: Evans Middle School will use professional development days as learning opportunities for teachers to continue their professional growth.

Evaluation Data Source(s) 3: T-TESS

Summative Evaluation 3:











Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Staff will participate in three (3) state waiver professional development days: October 8, 2018, January 7, 2019, and February 18, 2019.	Central Office and Campus Administration	Documentation from Professional Development Days				
2) Evans Middle School teachers will be trained in SIOP and best instructional strategies for ELL learners.	Campus Administration, Instructional Coach and Central Office.	Training and evidence of SIOP strategies in lesson plans and being used in the classroom.				
3) Evans Middle School teachers will be trained in Schletchy's 10 design qualities.	Campus Administration and Instructional Coach.	Training and evidence of design qualities in lesson plans and being used in the classroom.				
4) Evans Middle School will participate in job-embedded professional development, based on individual needs of teachers.	Campus Administration	Improved instruction through Instruction Rounds and Self Analysis of videoed lessons.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: Effective Instruction in Every Classroom: McKinney ISD will engage students in rigorous and relevant learning experiences that will prepare them for graduation and post-secondary success.

Performance Objective 4: Evans Middle School will continually review the number of students enrolled in Special Education to ensure proper placement for students.

Evaluation Data Source(s) 4: Decreased number of DNQs

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Effective use of the RtI process will guide Evans Middle School in decisions regarding student placement in 504 or special education programs.	Campus Administration, Counselors, and RtI Coordinator	Students being properly placed in programs.				
2) Evans Middle School will review students placed in Special Education to improve its ratios in accordance with Texas Education Agency (TEA) standards.	Campus Administration and Lead Special Education Teacher.	Ratios getting closer to TEA standards.				
3) Evans Middle School will continue to use the RtI process prior to placing students into a discretionary alternative education placement.	RtI Coordinator and Lead Special Education Teacher.	Referrals to alternative education placement will decrease.				
4) Teachers will document specific areas of struggles (TEKS) and what specific interventions have been attempted before moving students up a tier for RtI.	Campus Administrators, RtI Specialist, Campus Diagnostician	Decreased DNQs				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: Effective Instruction in Every Classroom: McKinney ISD will engage students in rigorous and relevant learning experiences that will prepare them for graduation and post-secondary success.

Performance Objective 5: Evans Middle School will use AVID (Advancement Via Individual Determination) as a support system for students to prepare them for college readiness.

Evaluation Data Source(s) 5: Percent of students in AVID
Increased STAAR results
Increased percentage of AVID students in advanced classes

Summative Evaluation 5:













Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Evans Middle School will continue to use AVID (Advancement Via Individual Determination) as a support system for students who fit the AVID profile.	Campus Administration and AVID Coordinators	Accountability report at the end of the school year.				
2) 100% of eighth grade AVID students will successfully pass the EOC in Algebra 1.	Campus Administration, Counselors, AVID coordinators and Algebra 1 teachers	Grades at the end of the year and successful completion of EOC (End of Course) exam.				
3) 100% of Evans students will use the AVID binder guidelines, including use of a provided agenda planner, to stay organized.	Campus Administration, AVID coordinators and Teachers	Student Binders as checked in advisory.				
4) Teachers will be trained in WICOR (writing, inquire, collaboration, organization and reading) strategies to use in the classroom.	Campus Administration and AVID Coordinators	Training and Evidence of use in the classrooms.				
5) During the spring semester, Evans Middle School will follow the guidelines to select new students into the program.	Campus Administration, Counselors and AVID Coordinators	Selection of new students.				
6) During the fall semester, AVID will lead the student body in a college awareness week to support higher education.	Counselors and AVID Coordinators	Activities during College awareness week.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: Effective Instruction in Every Classroom: McKinney ISD will engage students in rigorous and relevant learning experiences that will prepare them for graduation and post-secondary success.

Performance Objective 6: Evans Middle School teachers will implement instructional strategies designed to meet the needs of English Language Learners.

Evaluation Data Source(s) 6: Increased STAAR and TELPAS results
Increased number of students meeting ESL exit criteria

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers' lesson plans will show evidence of SIOP strategies and Language objectives.	Campus Administrators and Instructional Coach	Will be written in the lesson plans and discussed during class.				
2) TELPAS data and PLDs will be used early in the evaluation process to determine if the need is academic or linguistic.	Campus Administrators, RtI Coordinator (Instructional Coach) and ESL Teacher	Increase in TELPAS scores and increase in students meeting exit criteria.				
3) All staff will be trained in ELPS instructional strategies and language objectives in order to meet the linguistic needs of ELL students.	Campus Administrators, ESL teacher, and Instructional Coach	Lesson Plans will reflect alignment with linguistic instruction (listening, speaking, reading, and writing in all content areas).				
4) Evans Middle School will reach out to our multicultural community by hosting an Annual Family Night.	Campus Administrators and ESL teacher	Increase in community involvement and participation.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: Effective Instruction in Every Classroom: McKinney ISD will engage students in rigorous and relevant learning experiences that will prepare them for graduation and post-secondary success.

Performance Objective 7: Evans Middle School teachers will implement instructional strategies and practices designed to engage our economically disadvantaged students.

Evaluation Data Source(s) 7: Increased STAAR and DA results

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Evans will review student performance data to ensure that students are placed appropriately in Pre-AP classes.	Counselors	Student placement.				
2) Evans Middle School will close the achievement gap for economic disadvantage students by at least 2%	Campus Administrators, Instructional Coach, Counselors and teachers.	Evidence on the state STAAR assessment test.				
3) Evans will provide additional intervention during our daily IMPACT period.	IMPACT Intervention Team	Lesson plans and activities.				
4) Cultural awareness training will be continued to increase understanding of needs of economically disadvantaged students.	Campus Administrators	Improved academic and behavioral performance.				
5) Evans staff will participate in brain development and trauma-informed strategies, including training by Dr. Layne Pettick.	Campus Administrators and NEU Team	Improved academic performance and increase in perception data.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						