

# **McKinney Independent School District**

## **Evans Middle School**

### **2023-2024 Improvement Plan**



**Board Approval Date:** October 23, 2023  
**Public Presentation Date:** October 23, 2023

# Mission Statement

We invest in our future by providing a safe environment to engage, educate and empower every student, every day.

## Vision

EVERY STUDENT, EVERY DAY!

## Core Beliefs

We believe:

- In our students
- Everyone has inherent value and deserves to be treated with dignity and respect in a safe learning environment
- Learning is an active process involving students and parents to ensure that every student has an excellent education
- Every student needs an avenue to be engaged with their campus activities
- In recruiting and retaining the best staff for our students
- Staff is our greatest resource
- All staff should focus on student outcomes
- In creating an environment that fosters authentic partnerships with the whole community
- In providing open and honest two-way communication that builds trust toward creating a thriving learning environment
- Financial stewardship ensures a tomorrow for education

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Evans Middle School has approximately 780 students in grades 6-8. Our student body is comprised of 25% Hispanic students, 15% African American students, 6% Asian students, 48% White students, and 6% Two or More Races. EMS has 15% of our students that qualify for the gifted and talented program, 36% receive free or reduced-price meals, 33% are At-Risk, 19% receive special education services (including three centralized programs: STC, FAC, and DSSC), and 15% are active ESL students (17% including ESL and monitored LEP students).

### 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

The TEA has not yet assigned school ratings. Last year Evans MS received a B rating with an overall score of 88. Our overall student achievement increased in multiple test areas, but at this time 100% of the criteria for school ratings has not been finalized by the state. Black or African American students of two or more races met all academic goals set by TEA for math and reading. In Domain 1, which measures academic achievement at meets grade level and above, all subpopulations except for Asian students met state-set goals in reading. In math all students except for Hispanic, economically disadvantaged, and English learners met the state set goals. In Domain 2, which focuses on academic growth, all student groups met state-set growth goals in reading. Academic growth goals for mathematics were not met by several subpopulations including Hispanics, whites, Asians, Economically Disadvantaged, ELs, and Special Education students. In Domain 3, which measures only STAAR performance, all groups met state-set goals except for economically disadvantaged and English learners. Additionally, only 3 students of 123 were able to exit the ESL program during 2022 based on TELPAS scores.

## Student Achievement Strengths

Evans MS earned academics Distinction Designations from TEA in both Science and Social Studies. Student STAAR scores improved in 6th, 7th, and 8th grade reading as well as 6th and 8th grade math, and 8th grade science. Among our comparison group, Evans fell into the top quartile for students in: reading performance at the master level for grade 6; mathematics performance at the mastery level in grade 7; science and social studies performance at the mastery level at grade 8; and master level on the Algebra 1 EOC exam. In Domain 2, which focuses on academic growth, all student groups met state-set growth goals in reading.

# School Culture and Climate

## School Culture and Climate Summary

Evans is a diverse learning community that values and thrives on its diversity. Students are highly involved in extra-curricular activities, including Academic UIL, Fine Arts, and Athletics. Evans MS has a strong AVID program, as Evans is a National Demonstration School for AVID as well as an AVID Site of Distinction. Evans also has a Character Education Team of roughly 20 staff members who coordinate the implementation and creation of content for our character education program, which all teachers and students participate in weekly during our Advisory period.

## School Culture and Climate Strengths

The Evans staff has a strong sense of collective responsibility regarding student safety. Teachers take on a variety of duties beyond their teaching assignments in order to provide excellent supervision of students outside of class time. Several additional positive behavioral supports have been put into place for this school year to create a safe and orderly learning environment for students. Morning routines have been altered to provide extra supervision at the beginning of the day. Proactive measures have also been taken to minimize classroom and campus distractions caused by cell phones. Teachers and counselors take collective responsibility for promoting a sense of kindness and belonging for each student. Several staff members take on the extra responsibility of sponsoring clubs and organizations.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

Evans Middle School remains focused on improving staff quality and performance. The frequency and quality of professional development offered both on-campus and by our district has significantly improved for existing staff as well as new hires. For 2023-2024, Evans had 13 new teacher hires. All teachers receive monthly, job-embedded professional development on campus. All teachers also receive quarterly professional development at the district level. New teachers to Evans are assigned a mentor to help make the transition smoother and to provide them with additional support, and the district has several First and Second Year New Teacher Academy days, as well as Mentor Academy days throughout the school year.

## Staff Quality, Recruitment, and Retention Strengths

Evans has a significant number of teachers who have taught at Evans for several years, including many who have been at Evans since it opened. There is a family-like feeling among many of the staff members. There are several staff appreciation events and activities, including monthly morale-boosting events by the Evans Sunshine committee. Schedules are intentionally designed to allow grade and subject-level teams time to collaborate together. Through intentional hiring practices over the years, Evans MS has assembled a staff that is like-minded in its commitment to ensuring student success through building positive student relationships and providing engaging, high-quality instruction.

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

In 2023-2024 Evans MS will continue its focus on the Professional Learning Community model in which teachers focus on the following questions during the planning process: 1) What do we want students to learn? 2) How will we know when they know it? 3) How will we teach it? 4) What if they don't learn it? 5) What if they already know it? By focusing on these core questions, teachers intentionally use high-yield strategies to teach the most essential standards of the curriculum. Our goal is to provide a guaranteed and viable curriculum in which students receive high-quality instruction in every classroom by employing instructional strategies from the district Model of Instruction.

## Curriculum, Instruction, and Assessment Strengths

As an AVID demonstration school, Evans MS teachers have years of experience implementing high-yield instructional strategies for writing, inquiry, collaboration, organization, and reading (WICOR). In 2022-2023 and this year (2023-24), Evans began monthly job-embedded professional development sessions ("WICOR Wednesday") focused on a WICOR strategy that was both timely and specific, focused on Student Achievement and Growth. Many staff members serve as district-level curriculum writers and assist content coordinators with the development of district curriculum as well as district assessments. Teachers frequently attend conferences to increase their skill sets in their respective disciplines. In the past year, teachers attended subject conferences in English, Math, and Science.



# Parent and Community Engagement

## Parent and Community Engagement Summary

The parents and community members surrounding Evans Middle School are very involved. We continue to have a high turn-out for our 6th grade "Panther Palooza" prior to the beginning of school and our Meet the Teacher event for 7th and 8th grades. Evans has a weekly parent newsletter ("The Panther Prowl") that promotes engagement and participation in extracurricular and other district-wide events. Evans has a very generous Parent Teacher Organization (PTO), athletic booster club, and band booster association. We will continue with our community partnerships with area businesses. In the fall, we will again offer a special event for the parents of our EL students. 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. School events, including athletic events are highly attended by the Evans community.

## School Context and Organization

# Technology

# 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
- Accountability Distinction Designations
- Federal Report Card and accountability 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 released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Observation Survey results

## 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
- Migrant/non-migrant population including performance, progress, discipline, attendance, and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, 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
- Discipline records
- Student surveys and/or other feedback
- 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
- T-TESS data
- T-PESS data

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

- 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:** Evans Middle School will ensure the school is safe and secure.

**Performance Objective 1:** Evans Middle School will have a regular schedule of safety drills, checks, and procedures to ensure school safety and security.





**Evaluation Data Sources:** Audit reports and drill after-action reports, Leadership Team meetings, Campus EOP

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Evans Middle School will promote school safety by carefully monitoring students and staff during safety drills. <b>Strategy's Expected Result/Impact:</b> Increased efficiency and performance during safety drills. <b>Staff Responsible for Monitoring:</b> Campus Administration	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Evans Middle School will regularly check building access points for vulnerabilities and functionality. <b>Strategy's Expected Result/Impact:</b> Limit any security vulnerabilities. <b>Staff Responsible for Monitoring:</b> Evans Administration	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 1:** Evans Middle School will ensure the school is safe and secure.

**Performance Objective 2:** Students will be provided a safe and orderly learning environment, one that provides opportunities to develop soft skills and demonstrate qualities that lead to being responsible, caring citizens.

**Evaluation Data Sources:** Safety drill schedule and staff training schedule, Character education team feedback, Leadership Team and Team Lead Meeting feedback, discipline and behavioral referral data.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Evans Middle School will continue to provide HRS: Level 1 protocols and procedures to maintain a safe and collaborative culture. <b>Strategy's Expected Result/Impact:</b> Community, staff, and student surveys <b>Staff Responsible for Monitoring:</b> Campus Administration and all staff members	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Evans Middle School will develop and teach Character Education lessons during Panther Time advisory period. <b>Strategy's Expected Result/Impact:</b> Qualitative increase in student Pride, Respect, Ownership, Willingness, and Leadership. <b>Staff Responsible for Monitoring:</b> Campus Administration, Campus Leadership, Character Education Team, and Staff	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Evans Middle School will comply with SRP Safety Protocols by having safety drills as per state mandate. We will also share information regarding TIP 411 and how to use this hotline to report school and/or student issues. <b>Strategy's Expected Result/Impact:</b> Effectiveness of Safety Drills <b>Staff Responsible for Monitoring:</b> Campus Administration, SRO, District Safety Coordinator	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			





**Goal 2:** Evans Middle School will use data-driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

**Performance Objective 1:** Evans Middle School will utilize data from multiple data points, such as STAAR, MAP, CFAs, TELPAS, etc. to monitor, intervene, and increase student progress.

**Evaluation Data Sources:** Documentation from data meetings and professional learning communities.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Teams will hold Data Meetings to evaluate student progress and review strengths and weaknesses per TEKS. <b>Strategy's Expected Result/Impact:</b> Teachers will know their students' strengths and weaknesses and develop intervention plans to address areas of weakness. <b>Staff Responsible for Monitoring:</b> Campus Administrators, Instructional Coach and Teachers  <b>TEA Priorities:</b> Build a foundation of reading and math	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Evans Middle School will make decisions regarding behavioral and instructional supports needed by students (504, special education, etc) using the MTSS Process as a guide. <b>Strategy's Expected Result/Impact:</b> Increased success for the Students receiving supports <b>Staff Responsible for Monitoring:</b> Administrators, Counselors, Teachers, and Parents	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Teachers will document specific areas of struggle (TEKS-based) and what specific interventions have been attempted before moving students up a tier for MTSS. <b>Strategy's Expected Result/Impact:</b> Decreased DNQs for special education <b>Staff Responsible for Monitoring:</b> Administrators, MTSS Specialists, LSSP, and Teachers	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Intervention or Extension will be provided through Panther Time for students based on HB4545/HB1416 data from the year prior or a need from a recent assessment. <b>Strategy's Expected Result/Impact:</b> Increased student academic success and performance. <b>Staff Responsible for Monitoring:</b> Administrators, Counselors, Teachers, Instructional Coaches	Formative		Summative
	Nov	Feb	June







Strategy 5 Details	Reviews		
<b>Strategy 5:</b> Teachers using Seidlitz strategies to help EL students become more language proficient and academically successful. <b>Strategy's Expected Result/Impact:</b> Increased TELPAS results <b>Staff Responsible for Monitoring:</b> Administrators, ESL Department, Teachers (especially our Sheltered Instruction classrooms)	Formative		Summative
	Nov	Feb	June
<div> <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div> </div>			

**Goal 2:** Evans Middle School will use data-driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

**Performance Objective 2:** Evans Middle School will implement a guaranteed and viable curriculum.





**Evaluation Data Sources:** PLC notes/minutes, Lesson Plans, MAP data, District checkpoint data, District Assessment data

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Evans Middle School administrators will support instruction and lesson design by conducting multiple walk-throughs. Teachers will be provided feedback after each visit. <b>Strategy's Expected Result/Impact:</b> Walkthrough data and quality T-TESS feedback to teachers. <b>Staff Responsible for Monitoring:</b> Campus Administrators	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> 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 Seidlitz strategies, and effective lesson design. <b>Strategy's Expected Result/Impact:</b> Teachers will design lessons that include design qualities, and SIOP strategies of effective teaching <b>Staff Responsible for Monitoring:</b> Campus Administrators and Instructional Coach	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Lesson plans and PLC notes will include items or 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. <b>Strategy's Expected Result/Impact:</b> Evidence will be found in lesson plans which are in eduphoria. <b>Staff Responsible for Monitoring:</b> Campus Administrators, Instructional Coach and Teachers	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 2:** Evans Middle School will use data-driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

**Performance Objective 3:** Evans Middle School will use professional development days and WICOR Wednesdays as learning opportunities for teachers to continue developing engaging lessons and improve teaching and learning.





**Evaluation Data Sources:** T-TESS, teacher feedback surveys, Assessment Data

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Evans Middle School teachers will be trained in Seidlitz strategies and best instructional strategies for ELL learners. <b>Strategy's Expected Result/Impact:</b> Training and evidence of SIOP strategies in lesson plans and being used in the classroom. <b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Coach and Central Office.	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Evans Middle School will participate in job-embedded professional development during WICOR Wednesdays based on campus-needs. <b>Strategy's Expected Result/Impact:</b> Increased student knowledge of HRS Vocabulary terms, increased use of Focused-Notes, intentional lessons centered around reading and writing. <b>Staff Responsible for Monitoring:</b> Campus Administration	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 3:** Evans Middle School will continue to recruit, recognize, develop, and retain high-quality and effective staff.

**Performance Objective 1:** Evans Middle School will use existing professional development opportunities to develop high-quality staff (AVID Summer Institute, Solution Tree, N2L, Region 10, etc)





**Evaluation Data Sources:** Feedback from teachers and data from PD providers

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Evans Middle School will continue to use AVID Summer Institute as a resource to train teachers in procedures and practices that increase rigor and prepare students for college readiness. <b>Strategy's Expected Result/Impact:</b> Increase in AVID/WICOR strategies across the campus and an increase in evidence of AVID strategies used by students. <b>Staff Responsible for Monitoring:</b> AVID Coordinator, administration, teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Evans Middle School will send as many staff as possibly yearly to local and statewide conferences. <b>Strategy's Expected Result/Impact:</b> Teachers will bring back new information and teach it to others on campus. <b>Staff Responsible for Monitoring:</b> Evans Administration	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Evans Middle School will use professional development days and WICOR Wednesdays as learning opportunities for teachers to continue their professional growth. <b>Strategy's Expected Result/Impact:</b> Teachers will embed AVID WICOR strategies in ALL areas of instruction on our campus. Student increase of reading and writing, thinking and collaborating. <b>Staff Responsible for Monitoring:</b> Administration, Staff, AVID Coordinator	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 3:** Evans Middle School will continue to recruit, recognize, develop, and retain high-quality and effective staff.

**Performance Objective 2:** Evans Middle School will recognize excellence in teaching and professionalism among its Staff.

**Evaluation Data Sources:** Teacher feedback

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> A weekly Teacher newsletter will go out with recognitions from both Administration and peer teachers. <b>Strategy's Expected Result/Impact:</b> Improved morale and culture. <b>Staff Responsible for Monitoring:</b> Principal	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> A monthly 'Panther Teacher of the Month' will be selected from the Evans staff. <b>Strategy's Expected Result/Impact:</b> Improved morale and culture. <b>Staff Responsible for Monitoring:</b> Administration and Staff	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 3:** Evans Middle School will continue to recruit, recognize, develop, and retain high-quality and effective staff.

**Performance Objective 3:** Evans Middle School will recruit high-quality and effective staff.

**Evaluation Data Sources:** Human Resources data, teacher satisfaction feedback, interview data





Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Evans Middle School will participate in job fairs, promote district opportunities, and proactively find candidates for potential openings. <b>Strategy's Expected Result/Impact:</b> Increased candidate pool of exceptional candidates. <b>Staff Responsible for Monitoring:</b> Evans Administration	Formative		Summative
	Nov	Feb	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div><div></div></div>Continue/Modify</div><div><div><div></div><div></div></div>Discontinue</div></div>			

**Goal 4:** Evans Middle School will intentionally focus on maintaining a culture that is inclusive of students, staff, and community.

**Performance Objective 1:** Evans Middle School will find ways to make all students feel welcome, safe, and wanted (regardless of background, age, race, ethnicity, gender, etc)

**Evaluation Data Sources:** Student feedback and participation in school events, Parent feedback and attendance at school events, climate and culture surveys

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Evans Middle School will create a Panther Student Advisory which will serve as the voice of our student body. This group will be diverse, making sure all voices, backgrounds, ethnicities, etc. are heard. Panther Student Advisory will meet quarterly to discuss and plan for needs and events of Evans Middle School. <b>Strategy's Expected Result/Impact:</b> Stakeholder buy-in for students and increased knowledge for the Principal. <b>Staff Responsible for Monitoring:</b> Principal	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Evans Middle School will provide students the opportunities to be part of diverse clubs such as AVID, STUCO, NJHS, and PALS. <b>Strategy's Expected Result/Impact:</b> Increased club rosters numbers, positive feedback from club sponsors, increase in school spirit.	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Evans Middle School will have cultural celebrations which may include Hispanic Heritage month, Black History recognition, pep rallies, honor rolls, etc. <b>Strategy's Expected Result/Impact:</b> Increased school spirit and positive impact to school culture and climate. <b>Staff Responsible for Monitoring:</b> Evans Staff	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Evans Middle School will reach out to our Spanish-speaking parents by providing essential information in Spanish, and by holding a parent night specifically for our EL families. <b>Strategy's Expected Result/Impact:</b> Increased parental and family involvement by our Spanish-speaking families. <b>Staff Responsible for Monitoring:</b> Evans Staff	Formative		Summative
	Nov	Feb	June





Strategy 5 Details		Reviews		
<b>Strategy 5:</b> Evans Middle School will host interactive and engaging Meet the Teacher events, including a special version titled 'Panther Palooza' for our incoming 6th graders. <b>Strategy's Expected Result/Impact:</b> Students have less anxiety about the beginning of school and an increase in school spirit. <b>Staff Responsible for Monitoring:</b> Evans Staff		Formative		Summative
		Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



**Goal 5:** Evans Middle School will ensure that communication internally and externally is consistent, accurate, and timely.

**Performance Objective 1:** Evans Middle School will regularly communicate with parents and support two-way communication between school and home.





**Evaluation Data Sources:** Parent newsletter, PTO, Emails, Phone Call Logs

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Regular timely student conferences, positive phone calls home, communication with Principal and Assistant Principals, and push for membership in PTO. <b>Strategy's Expected Result/Impact:</b> Increased parent involvement and support. <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselors, and Teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Important information requiring immediate attention will be disseminated through the School Messenger to all parents and staff. <b>Strategy's Expected Result/Impact:</b> Immediate communication by call-out or email. <b>Staff Responsible for Monitoring:</b> Principal	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 5:** Evans Middle School will ensure that communication internally and externally is consistent, accurate, and timely.

**Performance Objective 2:** Evans Middle School will regularly communicate information internally to its staff.





**Evaluation Data Sources:** Staff newsletter, emails, teacher feedback

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Regular communication with the Staff weekly (via electronic Staff Newsletter as well as face-to-face in Wednesday PM Meetings) and during PLCs. <b>Strategy's Expected Result/Impact:</b> Increased sense of connectedness and having the staff feel 'heard'. <b>Staff Responsible for Monitoring:</b> Evans Leadership Team, Principal	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> The Evans Principal will have regular meetings with various internal stakeholder groups. <b>Strategy's Expected Result/Impact:</b> Increased communication between important leadership groups and the Principal. Reduction in time between report of item of need by staff and solution/resolution from Administration. <b>Staff Responsible for Monitoring:</b> Evans Principal	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 6:** Evans Middle School will continue to be fiscally responsible and efficient with district resources.

**Performance Objective 1:** Evans Middle School will use the district resources provided to advance the instructional goals of the campus and improve the teaching and learning in classrooms.

**Evaluation Data Sources:** Budget information, Teacher/Staff Feedback

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Evans Principal and Bookkeeper will meet monthly to review budget items and make sure budget goals are on track while also supporting the needs of the teachers and staff in a timely manner. <b>Strategy's Expected Result/Impact:</b> Having as many funds available for any teaching or learning needs that pop up while also planning in advance to have educational technology or other educational items purchased per teacher request. <b>Staff Responsible for Monitoring:</b> Evans Principal and Bookkeeper	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Evans Administration, Department Chairs, Team Leads, and Leadership Team members discuss the needs of the school and compare them to available resources at each Leadership Team meeting. <b>Strategy's Expected Result/Impact:</b> Decreased time between a request by the staff and an action taken by Evans Leadership <b>Staff Responsible for Monitoring:</b> Evans Leadership Team	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Evans Principal will meet with various internal stakeholders before and after meeting with District teams for the upcoming Summer 2024 and Summer 2025 Evans Refresh. <b>Strategy's Expected Result/Impact:</b> Aligning the needs and wants of the staff to the possibilities provided by the district during the Summer 2024 and 2025 Evans Campus Refresh <b>Staff Responsible for Monitoring:</b> Evans Principal	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			