

Eagle Mountain-Saginaw Independent School District

Creekview Middle School

2024-2025 Campus Improvement Plan



Mission Statement

Campus Mission Statement

The mission of Creekview Middle School is to develop the habit of excellence in all students by providing a challenging academic atmosphere filled with supportive relationships, acceptance of all, and opportunities for success.

Vision

The vision of Creekview Middle School is to inspire excellence in teaching and learning to enable our students to achieve their dreams and become responsible citizens.

Core Beliefs

At Creekview Middle School, our core beliefs include:

- *Students are the primary focus of all decisions.*
- *Learning is the fundamental purpose of our school.*
- *Working together collaboratively is essential to fulfilling our mission.*
- *Student success is enhanced by positive relationships and mutual respect.*
- *Promoting positive behaviors and attitudes require modeling respect, support, and integrity.*

Table of Contents

Comprehensive Needs Assessment	5
Demographics	5
Student Achievement	6
School Culture and Climate	8
Staff Quality, Recruitment, and Retention	9
Curriculum, Instruction, and Assessment	11
Parent and Community Engagement	12
Technology	13
Priority Problem Statements	14
Comprehensive Needs Assessment Data Documentation	15
Goals	17
Goal 1: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING: EMS ISD will foster a supportive environment, setting high expectations, and promoting student involvement to ensure each student achieves academic mastery and is well prepared for future success. Central to this commitment is our proactive approach to monitoring and responding to student needs. We recognize that each student is unique and has diverse learning requirements, and it is our responsibility to foster an environment that supports their success.	17
Goal 2: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING: EMS ISD will foster a culture of continuous improvement, promote student achievement, and equip each student with the necessary knowledge and skills to excel academically through the development and implementation of a rigorous and differentiated, research-based curriculum that provides students with an engaging and accessible educational experience, fostering their intellectual growth and preparing them for future success.	19
Goal 3: EXCELLENCE IN ACADEMICS RECRUITMENT and RETENTION of QUALITY STAFF: EMS ISD will recruit and employ highly effective people that hold values and characteristics that are aligned with the district mission. This culture of excellence includes those who are committed, coachable, and possess a growth mindset. ...	21
Goal 4: EXCELLENCE IN ACADEMICS PERSONAL and SOCIAL DEVELOPMENT: EMS ISD will ensure opportunities for students, staff, families, and community members to learn and be empowered to implement and contribute to a safe and supportive environment that promotes personal and social development and fosters student learning.	22
Goal 5: EXCELLENCE IN ACADEMICS PERSONAL and SOCIAL DEVELOPMENT: EMS ISD will provide diversified and developmentally appropriate learning opportunities with the purpose of equipping staff and students with the necessary skills for personal and social development, ensuring a supportive learning experience where everyone can thrive.	24
Goal 6: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will engage each student in developing and executing a dynamic, customized, and personal education from registration to graduation which capitalizes on embedded robust opportunities where choice matters.	25
Goal 7: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will create a culture that understands and communicates opportunities, respects individuality and builds ownership.	27
Goal 8: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will implement processes to systematically communicate and provide access to a variety of opportunities to engage all students and stakeholders. This is prioritized by student choice in a manner that respects learning styles, interests and individuality, allowing all voices to be heard.	28
Goal 9: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STAFF ENGAGEMENT: EMS ISD will foster a workplace culture where staff members feel valued and respected. This culture encourages collaboration, open communication, and mutual trust amongst staff members and leadership.	29
Goal 10: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STAFF ENGAGEMENT: EMS ISD will provide resources and opportunity for all staff to engage in purposeful professional learning aligned with the districts strategic goals. This will enable educators to drive their own learning, identify areas for improvement, and access	

relevant learning experiences that align with their personal career aspirations and district's objectives.	30
Goal 11: EXCELLENCE IN PERSONALIZED OPPORTUNITIES FAMILY ENGAGEMENT: EMS ISD will actively listen to families and acknowledge their diverse needs in order to foster a culture of authentic family engagement that makes families feel heard, respected, and valued.	31
Goal 12: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SYSTEMS THINKING: EMS ISD will design streamlined systems that will create interdependence between campuses and departments that ensures efficiency across the organization. By creating standardized guidance documents to align processes for clear understanding of expectations.	33
Goal 13: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SYSTEMS THINKING: EMS ISD will design streamlined systems that will create interdependence between campuses and departments that ensures efficiency across the organization by developing and maintaining a centralized information warehouse.	34
Goal 14: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY: EMS ISD will provide a safe and orderly learning and work environment for students, staff, community members and visitors with a focus on behavior and training.	35
Goal 15: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY: EMS ISD will implement and rigorously enforce safety and security policies, procedures and laws to promote a safe and orderly learning and work environment for everyone with a focus on operations and systems.	37
2024-2025 Campus Site-Based Committee	38
Addendums	39

Comprehensive Needs Assessment

Demographics

Demographics Summary

Comprehensive Needs Assessment

Revised/Approved: June 2024

Demographics

Demographics Summary

2023-2024 Demographic Data	%
African American	18%
Hispanic	41%
White	28%
Asian	7%
Two or More Races	6%
Economically Disadvantaged	55%
504	13%
Limited English Proficient	17%
Special Education	17%
At Risk	47%
*Mobility	11.7%

Student Achievement

Student Achievement Summary

[illegible]

	6 TH READING					6 TH MATH														
CAMPUS	2019	2021	2022	2023	2024	2019	2021	2022	2023	2024	2019	2021	2022	2023	2024	2019	2021	2022	2023	2024
Creekview	88%	87%	93%	93%	89%	92%	78%	89%	88%	82%	78%	74%	76%	68%	71%	89%	83%	88%	89%	86%

Much of our success revolves around the culture of high expectations and the relationships we build with our students. Our campus structures and discipline allow teachers to focus on classroom instruction. Not only will we focus on basic instruction, but we will also strive to increase critical thinking opportunities so that more students will perform at the masters level.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Deficit in the passing rate for 7th grade math across the district **Root Cause:** Students not having the appropriate prerequisite skills

Problem Statement 2: Special education students not reaching approaches **Root Cause:** Differentiation of general education curriculum

Problem Statement 3: Asian population meeting or mastering objectives **Root Cause:** Differentiation of general education curriculum

School Culture and Climate

School Culture and Climate Summary

School Culture and Climate

Creekview strives to foster a family atmosphere, and students tend to develop strong bonds for our campus and what we stand for. The "Creekview Way" becomes a mantra for our daily operation, and students learn to demonstrate those traits. School pride and unity is a strength and we are seeing increased participation and support in school activities. Staff understands the importance of building positive relationships and spend concentrated time and effort to do so during class, in the hallways, during Advisory activities, and extracurricular activities. We have strong attendance at Open Houses and good parent support at extracurricular activities. Student participation in clubs and extracurricular activities are strong, as is student attendance at extra events. Creekview teachers and administrators keep parents abreast of student progress and expectations through regular communication via email, School Messenger, Remind, Facebook, Twitter, Canvas, and newsletters.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Staff Quality, Recruitment, and Retention

Creekview MS teaching staff is comprised of:

- 27 core content teachers
- 1 reading interventionist
- 1 math interventionist
- 16 non-core teachers
- 7 special education teachers
- 1 librarian

Professional support staff include:

- 2 general counselors
- 1 social worker
- 1 campus RN

Campus administration:

- 1 principal
- 2 assistant principals

Non-professional staff include:

- 1 principal/financial secretary
- 2 front office secretaries
- 1 counselor secretary
- 1 general office/copy aide
- 1 computer lab aide
- 3 Life Skills special education aides
- 2 Structured Instruction aides
- 3 special education Content Mastery aides
- 1 in-school suspension aide/monitor

Staff Quality, Recruitment, and Retention Strengths

- Teachers are Highly Qualified
- Mentor program (district and campus-based) for new staff
- Continuing staff development every six weeks for staff new to campus
- low teacher turnover rate
- consistent and well-communicated expectations for staff
- PLC time

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Creekview Middle School teachers are expected to follow with fidelity the district scope and sequence and state written curriculum to ensure that all students benefit from a guaranteed and viable curriculum. Teachers are provided weekly PLC time to analyze data, plan lessons at high levels of rigor utilizing best practices in effective instruction and develop common assessments. Departments analyzed state STAAR data and other evidence of student performance and set departmental and individual goals. The leadership team helped to formulate our campus instructional focus based on this information.

A focus of campus staff development has centered around the instructional strategies of the Fundamental Five. Writing critically across all content areas is a focus, as well as intentionally planning for "purposeful talk" to deepen the learning of all students.

Campus administrators will increase our informal walk-throughs and classroom visits. More sharing of highlighted instructional practices is being encouraged not only through content PLCs but also in campus staff meetings and general PLCs. Lesson plans are monitored for alignment and evidence of PLC collaboration should be observable during walk-throughs.

Curriculum, Instruction, and Assessment Strengths

- PLC's are continuing to develop and increase functionality
- Teachers are utilizing assessment data from STAAR tests that was shared with the team and are working to identify greatest area of need.
- PLC's are working collaboratively to create common assessments
- Instructional Rounds - Teachers are encouraged to observe other classrooms.
- Incorporation of more AVID strategies throughout the campus

Parent and Community Engagement

Parent and Community Engagement Summary

Parent and Community Engagement

Parent and Community Engagement Summary

Creekview Middle School strives to provide multiple opportunities to allow our students to be a part of our community through service and volunteer activities. We stress giving back to our school and community and serving those who need assistance. Students demonstrate a strong sense of affiliation and pride in our school and participation in academic competitions, fine arts, athletics and clubs is high. Family attendance at activities such as open houses, athletic and fine arts events is strong. Multiple avenues for parent communication are used to increase our connection with parents. Some of these include weekly Skyward emails of grades by teachers, School Messenger mass email, Remind, Facebook, Twitter, and websites. Additionally, weekly Principal newsletters are sent home to keep parents abreast of campus happenings. Principal forums "Coffee Chats" are held each six weeks to foster open communication between parents and administrators. Colt Family Meetings in conjunction with All Pro Dads occurs monthly to increase collaboration between parents, school, and students.

Parent and Community Engagement Strengths

- Service projects and volunteer opportunities to assist Community Link, canned food drives, Ronald McDonald House, Toys for Tots, Holiday Express, Cook's Children's Hospital, local elementaries, American Veterans, Special Olympics, American Cancer Society , Leukemia and Lymphoma Association among others
- Joint community service project with feeder pattern schools - Boswell and Wayside
- Growing membership and support of PTO - 100% staff participation
- Camp Creekview
- 6th grade Parent orientation meeting
- Beginning 6 weeks preview night with families to discuss upcoming 6 weeks curriculum and events.
- All Pro Dads
- FCLA
- PBIS Field Days

Technology

Technology Summary

Technology

Technology Summary

All classrooms have laptop carts to assist with technology in the classroom as well as three fully equipped computer labs available for other teachers to schedule their classes for projects and activities.

Teachers utilize Canvas to post assignments and resources for students and parents. Technology is also implemented in the area of communication through electronic newsletters, mass emails, and social media.

Priority Problem Statements

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)
- Planning and decision making committee(s) meeting data

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations

Student Data: Assessments

- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- ASPIRE
- Student failure and/or retention rates
- Local benchmark or common assessments data
- Observation Survey results
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Gifted and talented data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data

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
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING: EMS ISD will foster a supportive environment, setting high expectations, and promoting student involvement to ensure each student achieves academic mastery and is well prepared for future success. Central to this commitment is our proactive approach to monitoring and responding to student needs. We recognize that each student is unique and has diverse learning requirements, and it is our responsibility to foster an environment that supports their success.

Performance Objective 1: The CMS STAAR overall pass rate for approaches, meets, and masters will increase by 5% on all assessments.

Evaluation Data Sources: 24-25 formative assessment data, common district and campus assessments, district benchmark data, interim testing data, 2025 STAAR results





Strategy 1 Details	Reviews			
Strategy 1: During the 2024-2025 school year, teachers will implement the district curriculum. Teachers will collaborate during PLC time to utilize mini-lessons, frequent formative assessments, embed academic vocabulary, utilize AVID strategies, ESL strategies, reteach readiness standards to mastery, spiral weekly review, hands-on engagement, questioning at deeper levels of understanding, and consistently implement Fundamental 5 practices. Strategy's Expected Result/Impact: Classroom evidence of strategies utilized during walk throughs, grade reports, common assessments, and goal setting Staff Responsible for Monitoring: Teachers, At-Risk interventionists, Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: During the 2024-2025 school year we will provide math and reading intervention for students who struggle by utilizing district intervention materials, progress monitoring intervention and tutorial support before school, after school, and during Advisory. This is in addition to HB4545/1416 Strategy's Expected Result/Impact: Classroom evidence strategies utilized during walk throughs, grade reports, common assessments, and goal setting Staff Responsible for Monitoring: Advisory Teachers, Administrators, & Interventionists	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: During the 2024-2025 school year, we will collaborate with district instructional math coach and participate in district level math PLCs and CLCs to increase the mastery of 6th and 7th grade math students. Strategy's Expected Result/Impact: Increase in student performance on daily and district assessments Staff Responsible for Monitoring: Administrators, math teachers, interventionist	Formative			Summative
	Dec	Feb	Apr	June

Strategy 4 Details	Reviews			
Strategy 4: Science and Social Studies teachers will follow the district curriculum and pacing guide, focus on academic vocabulary, employee Sheltered Instructional practices, utilize foldables, work on the ADI process and focus on CER (Claim-Evidence-Reasoning), and implement Fundamental 5 practices focusing on purposeful talk, and critical writing. Strategy's Expected Result/Impact: walk-throughs, data analysis, benchmarks, common assessments, goal setting Staff Responsible for Monitoring: Administrators and Science teachers	Formative			Summative
	Dec	Feb	Apr	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 2: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING: EMS ISD will foster a culture of continuous improvement, promote student achievement, and equip each student with the necessary knowledge and skills to excel academically through the development and implementation of a rigorous and differentiated, research-based curriculum that provides students with an engaging and accessible educational experience, fostering their intellectual growth and preparing them for future success.

Performance Objective 1: In 2025, student academic performance of 504, Economically Disadvantaged, Emergent Bilingual, and mainstreamed Special Education students will increase by 5% points overall on the STAAR test.

Evaluation Data Sources: Evaluation of 2024-2025 formative assessment data, common district assessments, campus assessments, district benchmark data, interim testing results, 2025 STAAR results

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use SIOP strategies and support ESL teacher to target students with language barriers Strategy's Expected Result/Impact: ESL students will benefit and increase student performance that will result in closing the existing gaps. Staff Responsible for Monitoring: Administrators, Department Heads, ESL Teacher, LPAC Coordinator	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: PLCs will target student groups with data analysis and develop strategies to address gaps as they occur. Strategy's Expected Result/Impact: Gaps will be addressed during instruction rather than after the fact, allowing teachers to spiral weak skills and offer remediation Staff Responsible for Monitoring: Administrators, Core Teachers, Special Education Department	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Professional development will focus on differentiation, meeting accommodations, and strong instructional practices through Lead4ward, AVID strategies, and Fundamental 5 Strategy's Expected Result/Impact: Positive impact on first time instruction to eliminate the need for massive reteaching opportunities Staff Responsible for Monitoring: Instructional coaches, lead teachers, administrators, SPED department, AVID site team	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING: EMS ISD will foster a culture of continuous improvement, promote student achievement, and equip each student with the necessary knowledge and skills to excel academically through the development and implementation of a rigorous and differentiated, research-based curriculum that provides students with an engaging and accessible educational experience, fostering their intellectual growth and preparing them for future success.

Performance Objective 2: By the end of the 2024-2025 school year, students classified under Asian population will increase 10% on reading and math curriculum on STAAR.

Strategy 1 Details	Reviews			
Strategy 1: Students will have small group intervention to focus on targeted needed reading and math skills through advisory. Strategy's Expected Result/Impact: Through targeted intervention students will show growth to meets or masters in reading and math. Staff Responsible for Monitoring: Advisory teachers, interventionists, administrators.	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 3: EXCELLENCE IN ACADEMICS RECRUITMENT and RETENTION of QUALITY STAFF: EMS ISD will recruit and employ highly effective people that hold values and characteristics that are aligned with the district mission. This culture of excellence includes those who are committed, coachable, and possess a growth mindset.

Performance Objective 1: CMS will hire and retain 100% highly qualified and high performing teachers.

Evaluation Data Sources: Surveys, attendance, and attendance at professional development

Strategy 1 Details	Reviews			
Strategy 1: Teachers will be supported and "grown" through campus mentors, collaboration, Professional development choice, and administrative support to be high performing teachers. Strategy's Expected Result/Impact: Lower turnover rate so that high performance is attainable and sustainable Staff Responsible for Monitoring: District C and I, mentors, and administrators	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 4: EXCELLENCE IN ACADEMICS PERSONAL and SOCIAL DEVELOPMENT: EMS ISD will ensure opportunities for students, staff, families, and community members to learn and be empowered to implement and contribute to a safe and supportive environment that promotes personal and social development and fosters student learning.

Performance Objective 1: Increase opportunities to participate in community service activities to enhance the connection between self, school, family, and community.

Evaluation Data Sources: Participate in community service projects and activities.

Strategy 1 Details	Reviews			
Strategy 1: Each semester student leadership, clubs, and groups (athletics, choir, band, etc) will select a community service cause to benefit from our "Creekview Cares" program. Donations or service projects will be accepted for the cause. Students will not only be encouraged to donate Strategy's Expected Result/Impact: Students will feel proud and more connected to their school and community as we teach them to be part of something bigger than themselves, charitable donations, and community service opportunities. Staff Responsible for Monitoring: Sponsors, counselors, and administrators	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 4: EXCELLENCE IN ACADEMICS PERSONAL and SOCIAL DEVELOPMENT: EMS ISD will ensure opportunities for students, staff, families, and community members to learn and be empowered to implement and contribute to a safe and supportive environment that promotes personal and social development and fosters student learning.

Performance Objective 2: CMS will have students in attendance 97% and discussions to prevent drop out rates increasing.

Evaluation Data Sources: Daily attendance reports

Strategy 1 Details	Reviews			
Strategy 1: CMS will track attendance, consult, create contracts, and have make up hours/tutoring with students and parents for those not meeting the state 90% rule standard Strategy's Expected Result/Impact: Students and parent will be aware of the benefits of attending school and reach the state expectation. Staff Responsible for Monitoring: Attendance clerk, counselors, and administrators.	Formative			Summative
	Dec	Feb	Apr	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>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div>				

Goal 5: EXCELLENCE IN ACADEMICS PERSONAL and SOCIAL DEVELOPMENT: EMS ISD will provide diversified and developmentally appropriate learning opportunities with the purpose of equipping staff and students with the necessary skills for personal and social development, ensuring a supportive learning experience where everyone can thrive.

Performance Objective 1: Students will routinely set goals and participate in tracking their own progress. Students will maintain a data folder and update data and goals through Advisory.

Evaluation Data Sources: Check and connect, goal setting sheets, classroom goals, and personal monitoring

Strategy 1 Details	Reviews			
Strategy 1: Students will chart grades and core classes each week during Advisory. Strategy's Expected Result/Impact: Complete the check and connect charts, initial goal sheets, monitor 6 week grades, grades will not surprise, student response will be proactive rather than reactive. Staff Responsible for Monitoring: Advisory teachers, students, counselors, administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Students will set academic and personal goals each 6 weeks during Advisory and monitor the progress weekly. Strategy's Expected Result/Impact: Grade goal sheets and Advisory activities Staff Responsible for Monitoring: Advisory teachers, students, counselors, and administrators	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 6: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will engage each student in developing and executing a dynamic, customized, and personal education from registration to graduation which capitalizes on embedded robust opportunities where choice matters.

Performance Objective 1: All students will have the opportunity to determine career plans through a variety of experiences such as BIM class, Advisory, career interest inventories, development of a four year graduation plan, and exploration.

Strategy 1 Details	Reviews			
Strategy 1: During the 1st semester prior to registering for the next school year, counselors and Advisory teachers will administer a career inventory and help the students develop a 4 year plan for high school based on their interests. Strategy's Expected Result/Impact: Before registering for high school, all students will have completed career inventories and received guidance in choosing courses and endorsements. Staff Responsible for Monitoring: Counselors, CTE teachers, Advisory Teachers, and High School Counselors	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div><div></div></div><div>Continue/Modify</div></div><div><div><div></div><div></div></div><div>Discontinue</div></div></div></div>				

Goal 6: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will engage each student in developing and executing a dynamic, customized, and personal education from registration to graduation which capitalizes on embedded robust opportunities where choice matters.

Performance Objective 2: All 6th and 7th grade students will participate in a moderate and physical activities and complete the state mandated Fitness Gram

Evaluation Data Sources: Fitness Gram

Strategy 1 Details	Reviews			
Strategy 1: 6th and 7th grade students will have pre-athletics, athletics, or PE on their daily schedule. Strategy's Expected Result/Impact: Promote movement and moderate and physical activities on a daily basis during the school year. Staff Responsible for Monitoring: Administrators and coaches	Formative			Summative
	Dec	Feb	Apr	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>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div>				

Goal 7: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will create a culture that understands and communicates opportunities, respects individuality and builds ownership.

Performance Objective 1: CMS will initiate a PBIS program with a focus on positive reinforcement that will result in 10% disciplinary referral decrease.

Evaluation Data Sources: PBIS goal tracking and referrals

Goal 8: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will implement processes to systematically communicate and provide access to a variety of opportunities to engage all students and stakeholders. This is prioritized by student choice in a manner that respects learning styles, interests and individuality, allowing all voices to be heard.

Performance Objective 1: CMS will have a variety of clubs, UIL events, and electives for students to select. Parents and community members will be notified of events and activities via the weekly newsletter and Facebook.

Evaluation Data Sources: Surveys and feedback

Strategy 1 Details	Reviews			
Strategy 1: Students will be able to select electives and have opportunities for various club and leadership opportunities (FCLA, Chess, Coding, Student Council, UIL, Theatre, etc) Strategy's Expected Result/Impact: Students will feel included and supported on their personal choices. Staff Responsible for Monitoring: Counselors, Administrators, and All school staff	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>				

Goal 9: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STAFF ENGAGEMENT: EMS ISD will foster a workplace culture where staff members feel valued and respected. This culture encourages collaboration, open communication, and mutual trust amongst staff members and leadership.

Performance Objective 1: CMS administrators will have an open door policy and will provide weekly acknowledgment and feedback to the staff.

Evaluation Data Sources: Walk throughs, observation pulse of campus, surveys

Strategy 1 Details	Reviews			
Strategy 1: Administrators will be visible in the hallways and classroom ensure the Creekview Way is followed. Strategy's Expected Result/Impact: Staff and students will feel the presence and support of administration Staff Responsible for Monitoring: Administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Administrators will visit each classroom weekly and leave the staff member acknowledgement and/or feedback Strategy's Expected Result/Impact: Staff will feel appreciated, valued, and supported through open communication Staff Responsible for Monitoring: Administrators	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 10: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STAFF ENGAGEMENT: EMS ISD will provide resources and opportunity for all staff to engage in purposeful professional learning aligned with the districts strategic goals. This will enable educators to drive their own learning, identify areas for improvement, and access relevant learning experiences that align with their personal career aspirations and district's objectives.

Performance Objective 1: CMS will provide choice and time for teachers have PLC time as well as preferred learning opportunities





Evaluation Data Sources: PLC notebook, observation, and surveys

Strategy 1 Details		Reviews			
Strategy 1: On district PD days teachers will have choice a 2 of the days for growth. Teachers will be encouraged to seek out PD and administrators will support them on their learning journey. Strategy's Expected Result/Impact: Teachers will feel supported in learning opportunities based on their personal growth needs. Staff Responsible for Monitoring: Administrators and teachers		Formative			Summative
		Dec	Feb	Apr	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>					

Goal 11: EXCELLENCE IN PERSONALIZED OPPORTUNITIES FAMILY ENGAGEMENT: EMS ISD will actively listen to families and acknowledge their diverse needs in order to foster a culture of authentic family engagement that makes families feel heard, respected, and valued.

Performance Objective 1: Increase positive communication with all stakeholders through the campus website, Facebook, X, Let's Talk, email messages, Remind, weekly newsletters to parents and staff, and Colt Cheers

Evaluation Data Sources: Feedback and surveys

Strategy 1 Details	Reviews			
Strategy 1: Increase postings and followers within the community on the Creekview Facebook and X accounts. This will include events, positive recognition, shout outs, and updates Strategy's Expected Result/Impact: More frequent communication and positive school branding Staff Responsible for Monitoring: Administrators, CTI, and Webmaster	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Weekly newsletter to parents and staff to highlight not only upcoming events, but also spotlight the positive things happening on campus Strategy's Expected Result/Impact: Positive communication and highlights to embrace our stakeholders Staff Responsible for Monitoring: Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Teachers will focus on increasing positive communication with parents by making positive call and send Colt Cheer cards every 6 weeks. Strategy's Expected Result/Impact: Collaboration and positive family engagement Staff Responsible for Monitoring: Administrators, counselors, and staff	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 11: EXCELLENCE IN PERSONALIZED OPPORTUNITIES FAMILY ENGAGEMENT: EMS ISD will actively listen to families and acknowledge their diverse needs in order to foster a culture of authentic family engagement that makes families feel heard, respected, and valued.

Performance Objective 2: CMS will create multiple opportunities for parents and community members to become involved and engaged on out campus.

Evaluation Data Sources: Parent attendance at events and parent survey

Strategy 1 Details	Reviews			
Strategy 1: During the 2024-2025 school year, Creekview will host or co-host 6 activities to engage and involve out parents and community members in various events. Strategy's Expected Result/Impact: Schedule events such as Creekview camp, Open House, parent nights, fine art performances, showcases, family game night, and PBIS days Staff Responsible for Monitoring: Administrators, counselors, staff	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Principal will host a meeting opportunity (in person and online) each 6 weeks to communicate campus vision, goals, and concerns. Strategy's Expected Result/Impact: More parents will feel connected to campus, build positive communication, and enhance ownership by all stakeholders Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div><div></div></div><div>0%</div><div>No Progress</div></div><div><div><div></div></div><div>100%</div><div>Accomplished</div></div><div><div><div></div></div><div></div><div>Continue/Modify</div></div><div><div><div></div></div><div></div><div>Discontinue</div></div></div>				

Goal 12: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SYSTEMS THINKING: EMS ISD will design streamlined systems that will create interdependence between campuses and departments that ensures efficiency across the organization. By creating standardized guidance documents to align processes for clear understanding of expectations.

Performance Objective 1: All teachers will follow the districts scope and sequences, PLCs, and district CLCs to increase student engagement and achievement.

Evaluation Data Sources: PLC minutes, alignment of lesson plans, data review of assessments, district coach observations

Strategy 1 Details	Reviews			
Strategy 1: PLCs and CLCs will analyze data from assessments to drive changes to instruction. The collaborative discussion and decisions will be placed in the shared PLC data folder. High yield strategies will be discussed to increase rigor and engagement. Strategy's Expected Result/Impact: Shared instructional strategies, common questioning, and rigorous plans will positively impact student achievement. Staff Responsible for Monitoring: Administrators, department heads, and classroom teachers	Formative			Summative
	Dec	Feb	Apr	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>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div>				

Goal 13: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SYSTEMS THINKING: EMS ISD will design streamlined systems that will create interdependence between campuses and departments that ensures efficiency across the organization by developing and maintaining a centralized information warehouse.

Performance Objective 1: CMS department leads will conduct monthly PLCs to discuss district scope and sequence and resources

Evaluation Data Sources: PLC discussions and observations

Strategy 1 Details	Reviews			
Strategy 1: Content specific teachers from each grade level will have an opportunity to meet to discuss vertical planning, needs on campus, and resources to ensure highly effective and rigorous lesson plans/activities. Strategy's Expected Result/Impact: Increased knowledge of campus needs in each content area Staff Responsible for Monitoring: Administrators, district coaches, department leads, teachers	Formative			Summative
	Dec	Feb	Apr	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>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div>				

Goal 14: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY: EMS ISD will provide a safe and orderly learning and work environment for students, staff, community members and visitors with a focus on behavior and training.

Performance Objective 1: By the end of the 2024-2025 school year, student discipline referrals campus wide will decrease 10% through increased participation of SEL activities, mentor program, and campus-wide behavior initiatives

Evaluation Data Sources: 2024-2025 referrals each 6 weeks and end of the year

Strategy 1 Details	Reviews			
Strategy 1: Develop a student and mentor program for students (Colt Connection) Strategy's Expected Result/Impact: Students will learn leadership skills and ways to appropriately communicate with peers and adults. Staff Responsible for Monitoring: Administrators, SBLE and counselors	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Provide opportunities during Advisory for all students to participate in SEL activities designed to improve campus culture and individual social and emotional growth. Strategy's Expected Result/Impact: Increased attendance rate, decreased discipline referrals, and decreased counseling referrals Staff Responsible for Monitoring: Administrators, Counselors, Advisory Teachers,	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Provide opportunities in addition to sports and fine arts for all students to participate in clubs and school events such as Student Council, FCLA, Chess Club, UIL, Coding Club, and Student Leadership Strategy's Expected Result/Impact: Teaching the Creekview Way and the number of students participating in clubs/events will increase as a feeling of belonging and community.	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Staff and students will receive training in how to recognize, report and intervene against bullying, child abuse, other forms of violence, and suicide prevention. Strategy's Expected Result/Impact: Staff and students will be equipped with knowledge and tools to report and avoid harmful situation and seek assistance when needed Staff Responsible for Monitoring: Counselors, staff, and administrators	Formative			Summative
	Dec	Feb	Apr	June



No Progress



Accomplished



Continue/Modify



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Goal 15: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY: EMS ISD will implement and rigorously enforce safety and security policies, procedures and laws to promote a safe and orderly learning and work environment for everyone with a focus on operations and systems.

Performance Objective 1: Improve safety and emergency protocols through a focus on training and drills.

Evaluation Data Sources: Drill and safety Logs

Strategy 1 Details	Reviews			
Strategy 1: Conduct monthly safety review to determine needs and quality of drills and procedures. Strategy's Expected Result/Impact: Better preparedness due to increased and more effective drill protocols. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Utilize the school security protocols, SBLE and entrances to monitor the building on a day to day basis. Strategy's Expected Result/Impact: Ensure compliance of locked perimeter and monitoring of building Staff Responsible for Monitoring: Staff, SBLS, and Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Conduct daily safety audits specifically checking exterior and interior doors are locked at all times. Strategy's Expected Result/Impact: All doors locked and unable to be entered without key/badge Staff Responsible for Monitoring: Administrators and SBLE	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

2024-2025 Campus Site-Based Committee

Committee Role	Name	Position
Classroom Teacher	Victoria Walker	Teacher
Classroom Teacher	Rhonda Boen	Teacher
Parent	Adeola Sunmola	Parent
Administrator	Kelly Ramsey	Administrator
Business Representative	Debbie Patton	Business Representative
District-level Professional	Dana Eldredge	District Employee
Parent	Renee Garcia	Parent
Parent	Nadeau Cary	Parent
Paraprofessional	Stacy Roder	Secretary
Classroom Teacher	Michael Sidman	Teacher
Classroom Teacher	Jodi Brownlee	Teacher
Classroom Teacher	Jason Walker	Teacher
Classroom Teacher	Amber Weaver	Teacher
Classroom Teacher	Shara Hanetho	Teacher
Classroom Teacher	Monica Woods	Teacher
Classroom Teacher	Mary Craft	Teacher
Non-classroom Professional	Dzung Huynh	Administrator
Administrator	Jenn Stark	Administrator

Addendums

2022-2023 Campus Site-Based Committee

Meeting Date: September 7, 2022

3:45 PM

Library

Committee Role	Name	Position	Signature
Administrator	Jenn Stark	Administrator	Jenn Stark
Non-classroom Professional	Dzung Huynh	Administrator	Dzung Huynh
Classroom Teacher	Mary Craft	Teacher	Mary Craft
Classroom Teacher	Monica Woods	Teacher	Monica Woods
Classroom Teacher	Tami Sisk	Teacher	Tami Sisk
Classroom Teacher	Amber Weaver	Teacher	Amber Weaver
Classroom Teacher	Jason Walker	Teacher	Jason Walker
Classroom Teacher	Jodi Brownlee	Teacher	Jodi Brownlee
Classroom Teacher	Alex Meekins	Teacher	Alex Meekins
Classroom Teacher	Heather Tabor	Teacher	Heather Tabor
Classroom Teacher	David Brown	Teacher	David Brown
Paraprofessional	Gwen Barton	Secretary	Gwen Barton
Student	Kingston Calhoun	Student	Kingston Calhoun
Parent	Misty Kieschnick	Parent	Misty Kieschnick
Parent	Whitney Hernandez	Parent	Whitney Hernandez
District-level Professional	Dana Eldredge	District Employee	Dana Eldredge
Business Representative	Debbie Patton	Business Representative	Debbie Patton
Administrator	Kelly Ramsey	Administrator	Kelly Ramsey