

Waco Independent School District
Tennyson Middle School
2023-2024 Improvement Plan



Mission Statement

At Tennyson Middle School we believe our duty is to educate the whole child by expecting, modeling, and reinforcing both social-emotional and academic development in a consistently positive environment.

Value Statement

At Tennyson Middle School we have G.R.I.T:

Generosity

Respect

Integrity

Teamwork

Table of Contents

Goals 4

Goal 1: Tennyson MS will provide relevant, rigorous, and engaging learning opportunities to achieve academic success of all students. 4

Goal 2: Tennyson MS will recruit, retain, and develop highly qualified staff by providing professional growth opportunities and supporting employee wellness and self-care. 12

Goal 3: Tennyson MS will engage in transparent, timely communication with all stakeholders to build positive, supportive relationships with the community. 17

Goal 4: Tennyson MS will meet the social emotional needs of all students by fostering resilient relationships and providing a safe and healthy learning environment. 18





Goals

Goal 1: Tennyson MS will provide relevant, rigorous, and engaging learning opportunities to achieve academic success of all students.

Performance Objective 1: 75% of all math students will be at approaches grade level and there will be a 15% increase for students who meet grade level and 5% increase of students who master grade level on the STAAR exam.

Evaluation Data Sources: STAAR exam data.





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Each Math teacher will analyze previous year's STAAR data, as well as current TCAs and Interim Assessments to guide targeted instruction. Additional targeted support will be provided to at-risk students, current students in special education, and African American students in order to increase academic growth.</p> <p>Strategy's Expected Result/Impact: Increased academic growth on STAAR assessments.</p> <p>Staff Responsible for Monitoring: Math teachers, Principal, Instructional Specialists (IS)</p> <p>Targeted Support Strategy</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Continue to implement targeted Math tutorials conducted after school and Saturday School for Tier 1 and Tier 2 students. Teachers will utilize research-based, best-practice instructional strategies to support students in extending and reteaching classroom learning.</p> <p>Strategy's Expected Result/Impact: Increased academic growth on STAAR assessments.</p> <p>Staff Responsible for Monitoring: Math Lead, Instructional Specialist, Assistant Principal</p> <p>Targeted Support Strategy</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Student Intervention Teacher (SIT) will work with at-risk students to increase mathematical competency.</p> <p>Strategy's Expected Result/Impact: Increased academic growth on STAAR assessments.</p> <p>Staff Responsible for Monitoring: Instructional Specialist, Assistant Principal</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Math teachers will attend professional development with a specific emphasis on high-yield instructional strategies to bridge the gap between student needs and targeted academic achievement goals.</p> <p>Strategy's Expected Result/Impact: Lesson plans will show alignment and the progressions of unit, as well as the gradual release of instruction. Improved creation and use of student learning targets as documented through classroom observations and walkthroughs.</p>	Formative		
	Jan	May	May
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Goal 1: Tennyson MS will provide relevant, rigorous, and engaging learning opportunities to achieve academic success of all students.

Performance Objective 2: 80% of all reading students will be at approaches grade level and there will be a 15% increase for students who meet grade level and 5% increase on students who master grade level on the STAAR exam.





Evaluation Data Sources: STAAR exam data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Each RLA teacher will analyze previous year's STAAR data, as well as current TCAs and Interim Assessments to guide targeted instruction. Additional targeted support will be provided to at-risk students, current students in special education, and African American students in order to increase academic growth.</p> <p>Strategy's Expected Result/Impact: Increased academic growth on STAAR assessment.</p> <p>Staff Responsible for Monitoring: RLA Teachers, Principal, and Instructional Specialists</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Student Intervention Teachers (SIT) RLA teachers will work with at-risk students to increase word recognition, reading fluency, vocabulary, reading comprehension, and writing related to authentic texts.</p> <p>Strategy's Expected Result/Impact: Increased academic growth on STAAR assessments.</p> <p>Staff Responsible for Monitoring: RLA Teachers, Principal, and Instructional Specialist</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Continue to implement targeted RLA tutorials conducted after school and Saturday School for Tier 1 and Tier 2 students. Teachers will utilize research-based, best-practice instructional strategies to support students in extending and reteaching classroom learning.</p> <p>Strategy's Expected Result/Impact: Increased academic growth on STAAR assessments.</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: RLA teachers will attend professional development with a specific emphasis on high-yield instructional strategies to bridge the gap between student needs and targeted academic achievement goals.</p> <p>Strategy's Expected Result/Impact: Lesson plans will show alignment and the progressions of unit, as well as the gradual release of instruction. Improved creation and use of student learning targets as documented through classroom observations and walkthroughs.</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Tennyson MS will provide relevant, rigorous, and engaging learning opportunities to achieve academic success of all students.

Performance Objective 3: 80% of all science students will be at approaches grade level and there will be a 5% increase for students that meet grade level on the STAAR exam.





Evaluation Data Sources: STAAR exam data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Continue to implement targeted Science tutorials conducted after school and Saturday School for Tier 1 and Tier 2 students. Teachers will utilize research-based, best-practice instructional strategies to support students in extending and reteaching classroom learning.</p> <p>Strategy's Expected Result/Impact: Increased academic growth on STAAR assessments.</p> <p>Staff Responsible for Monitoring: Science Teachers, Assistant Principal, Instructional Specialists</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Science teachers will attend professional development with a specific emphasis on high-yield instructional strategies that will bridge the gap between student needs and targeted academic achievement goals.</p> <p>Strategy's Expected Result/Impact: Lesson plans will show alignment and the progressions of unit, as well as the gradual release of instruction. Improved creation and use of student learning targets as documented through classroom observations and walkthroughs.</p> <p>Staff Responsible for Monitoring: Science Teachers, Assistant Principal, Instructional Specialist</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Implementation of Defined Learning curriculum for 6th graders which will help develop critical future-ready skills as they apply their knowledge and skills to solve real-world challenges.</p> <p>Strategy's Expected Result/Impact: Increased academic growth on STAAR assessments.</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Tennyson MS will provide relevant, rigorous, and engaging learning opportunities to achieve academic success of all students.

Performance Objective 4: 70% of all social studies students will be at approaches grade level and there will be a 5% increase for students who meet grade level on the STAAR exam.





Evaluation Data Sources: STAAR exam data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Continue to implement targeted Social Studies tutorials conducted after school and Saturday School for Tier 1 and Tier 2 students. Teachers will utilize research-based, best-practice instructional strategies to support students in extending and reteaching classroom learning.</p> <p>Strategy's Expected Result/Impact: Increased academic growth on STAAR assessment.</p> <p>Staff Responsible for Monitoring: Social Studies Teachers, Assistant Principal, Instructional Specialist</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Social Studies teachers will attend professional development with a specific emphasis on high-yield instructional strategies that will bridge the gap between student needs and targeted academic achievement goals.</p> <p>Strategy's Expected Result/Impact: Lesson plans will show alignment and the progressions of unit, as well as the gradual release of instruction. Improved creation and use of student learning targets as documented through classroom observations and walkthroughs.</p> <p>Staff Responsible for Monitoring: Social Studies Teachers, Assistant Principal, Instructional Specialist</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Tennyson MS will provide relevant, rigorous, and engaging learning opportunities to achieve academic success of all students.

Performance Objective 5: 100% of GT (Gifted and Talented) students will obtain Meets Grade Level standard on the STAAR tests and 75% will obtain Masters Grade Level on the STAAR.





Evaluation Data Sources: STAAR exam data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Selected GT students will participate in field-based instruction to extend their learning and prepare them for both the STAAR and the Texas Performance Standards Project (TPSP).</p> <p>Strategy's Expected Result/Impact: Increased academic growth on STAAR assessments.</p> <p>Staff Responsible for Monitoring: GT Coordinator</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Teachers of GT students will attend related conferences such as TAGT to gain knowledge on specific strategies to work with gifted learners to help extend their learning and how to provide enrichment activities and learning opportunities.</p> <p>Strategy's Expected Result/Impact: Improved lesson design and instruction that results in student's academic growth.</p> <p>Staff Responsible for Monitoring: GT Coordinator</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: ATLAS Academy will focus on STEAM Education which is an approach to learning that uses Science, Technology, Engineering, the Arts and Mathematics as access points for guiding student inquiry, dialogue, and critical thinking.</p> <p>Strategy's Expected Result/Impact: Enrollment in STEAM related classes and development of additional course with an emphasis on STEAM curriculum (i.e. Research and NuMinds curriculum).</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Tennyson MS will provide relevant, rigorous, and engaging learning opportunities to achieve academic success of all students.

Performance Objective 6: 75% of Emergent Bilingual students will be at approaches grade level on all STAAR tests and there will be a 5% increase for students that meet grade level on the STAAR exam.





Evaluation Data Sources: STAAR exam data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Schedule and conduct parent outreach meetings for parents of emergent bilingual students to increase communication and help parents understand how they can use literacy strategies at help students at home. Parents will learn about community resources and materials for extended learning.</p> <p>Strategy's Expected Result/Impact: Increased parent involvement</p> <p>Staff Responsible for Monitoring: ELL/ELLA Teacher, Principal</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: EBs who demonstrate challenges in literacy will have access to a variety of printed materials for reading to support academic achievement and literacy. This will include diverse classroom libraries, Spanish to English dictionaries as well as glossaries to support content-based language instruction in the classroom and to engage beginning EB students and struggling readers.</p> <p>Strategy's Expected Result/Impact: Improved student growth in reading as measured by Renaissance 360 and STAAR assessments.</p> <p>Staff Responsible for Monitoring: ELL/ELLA Teacher</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Teachers will incorporate English Language Proficiency Standards (ELPS) alongside the TEKS within lesson plans to ensure that emergent bilingual students have an opportunity to learn English and to succeed academically.</p> <p>Strategy's Expected Result/Impact: Align lesson plans that reflect both TEKS and ELPS to effectively support instruction for EB students.</p> <p>Staff Responsible for Monitoring: Teachers, Instructional Specialist, ELL/ELLA teacher, Principal</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Tennyson MS will provide relevant, rigorous, and engaging learning opportunities to achieve academic success of all students.

Performance Objective 7: 75% of all African American students will be at approaches grade level for all STAAR tests and there will be a 5% increase for students that meet grade level on the STAAR exam.





Evaluation Data Sources: STAAR exam data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Schedule and conduct parent outreach meetings for parents of African American students to increase communication and help parents understand how they can use literacy strategies at help students at home. Parents will learn about community resources and materials for extended learning.</p> <p>Strategy's Expected Result/Impact: Increased parent involvement; additional reading material present within the classroom that is culturally relevant</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Continue to implement targeted tutorials conducted after school and Saturday School for Tier 1 and Tier 2 students. Teachers will utilize research-based, best-practice instructional strategies to support students in extending and reteaching classroom learning.</p> <p>Strategy's Expected Result/Impact: Increased academic growth on STAAR assessments.</p> <p>Staff Responsible for Monitoring: All teachers, Principal, Instructional Specialist</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Tennyson MS will provide relevant, rigorous, and engaging learning opportunities to achieve academic success of all students.

Performance Objective 8: All AVID students will obtain college readiness skills that will prepare them to succeed in rigorous curricula, enter mainstream activities in school, and increase their opportunities to enroll in four-year colleges.





Evaluation Data Sources: Summative Evaluation

Strategy 1 Details	Formative Reviews		
Strategy 1: Schedule and implement AVID site-team meetings held monthly involving staff, parents, and students. Strategy's Expected Result/Impact: Increased student college readiness through partnerships with staff, students, and parents. Staff Responsible for Monitoring: Site Team Members; AVID Coordinator	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Once per semester, host an AVID Family Night. Strategy's Expected Result/Impact: Increased student academic achievement due to increased parent involvement. Staff Responsible for Monitoring: AVID Coordinator	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Ensure all AVID students are enrolled in a rigorous course of study. Strategy's Expected Result/Impact: Increased number of AVID students enrolled and succeeding in rigorous course work Staff Responsible for Monitoring: AVID Coordinator	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Increase enrollment in the AVID program by bringing in former AVID students to discuss the importance of AVID and shadowing high school AVID students at the feeder high school. Additionally, taking current TMS AVID students to elementary schools to speak to students will be used to recruit incoming 6th grade students. Strategy's Expected Result/Impact: Increased interest and enrollment in the AVID program, and increased community involvement and relationships built throughout campuses/grade levels. Staff Responsible for Monitoring: AVID Site Team, AVID Coordinator	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Tennyson MS will recruit, retain, and develop highly qualified staff by providing professional growth opportunities and supporting employee wellness and self-care.

Performance Objective 1: 100% of all core teachers will actively participate in our Professional Learning Community (PLC).





Evaluation Data Sources: PLC walkthroughs and minutes

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The campus will focus on strengthening the PLC process. Teachers and administrators will attend the PLC+ Training/Conference to build instructional capacity and to increase the collaborative environment among teachers.</p> <p>Strategy's Expected Result/Impact: Increased collaboration around instruction that leads to improved and targeted instruction for students and an overall increase in student achievement.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Professional T-TESS goals will center around professional development based on teacher needs.</p> <p>Strategy's Expected Result/Impact: Teachers will feel supported and develop expertise as content area experts</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Tennyson MS will recruit, retain, and develop highly qualified staff by providing professional growth opportunities and supporting employee wellness and self-care.

Performance Objective 2: Implement a Teachers Supporting Teachers program that will mobilize and support novice and veteran teachers to have a lasting impact in the campus personally and professionally (instructionally).





Evaluation Data Sources: Teacher observe other teachers; feedback form

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: At least once per 6-week grading period, every teacher will have the opportunity to observe another teacher's classroom to learn a new instructional strategy, to get valuable feedback from a colleague, or seek support.</p> <p>Strategy's Expected Result/Impact: Improved teacher morale and feeling of support; increased unity of staff and improved campus culture and teacher retention.</p> <p>Staff Responsible for Monitoring: Instructional Specialist, Assistant Principal</p>	Formative		
	Jan	May	May
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Goal 2: Tennyson MS will recruit, retain, and develop highly qualified staff by providing professional growth opportunities and supporting employee wellness and self-care.

Performance Objective 3: Successfully implement the See It, Name It, Do It action coaching model





Evaluation Data Sources: Through classroom observation, high-leverage precise action steps that impact teacher growth will be identified. Teacher expertise will improve through incremental changes in teacher practice has a tremendous impact on student growth and achievement.

Strategy 1 Details	Formative Reviews		
Strategy 1: Ensure that Instructional Specialist and Assistant Principals are trained in the Get Better Faster Instructional Coaching model. Strategy's Expected Result/Impact: At least 1 coaching cycle for each teacher; teacher retention; walkthrough data Staff Responsible for Monitoring: Principal	Formative		
	Jan	May	May
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Goal 2: Tennyson MS will recruit, retain, and develop highly qualified staff by providing professional growth opportunities and supporting employee wellness and self-care.

Performance Objective 4: Plan and schedule regular SUCCEED Teacher Mentor Program (for all first year teachers) meetings.





Evaluation Data Sources: Succeed mentor agenda based on teacher needs, schedule PD

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Pair novice teachers with more experienced teachers who can ably explain school policies, regulations and procedures; share methods, materials and other resources; help solve problems in teaching and learning; provide personal and professional support; and guide the growth of the new teacher.</p> <p>Strategy's Expected Result/Impact: Teacher retention Staff Responsible for Monitoring: Principal; assigned IS</p>	Formative		
	Jan	May	May
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Goal 2: Tennyson MS will recruit, retain, and develop highly qualified staff by providing professional growth opportunities and supporting employee wellness and self-care.





Performance Objective 5: Recognize, celebrate, and award teachers.

Evaluation Data Sources: Recognition for teachers builds off of some of the well known extrinsic and intrinsic motivational theories. It offers hope for meaningful recognition to the other teachers working to improve student-learning outcomes

Strategy 1 Details	Formative Reviews		
Strategy 1: Conduct award and recognitions during staff meetings. Strategy's Expected Result/Impact: Staff morale; teacher retention Staff Responsible for Monitoring: Principal; Assistant Principal	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Complete weekly Texan Applause recognitions of teachers Strategy's Expected Result/Impact: Staff morale; teacher retention Staff Responsible for Monitoring: Principal, Assistant Principal	Formative		
	Jan	May	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: Tennyson MS will engage in transparent, timely communication with all stakeholders to build positive, supportive relationships with the community.





Performance Objective 1: Increase parent/community engagement by 20%.

Strategy 1 Details	Formative Reviews		
Strategy 1: Increase involvement in PTA by advertising upcoming events through blackboard connect. Strategy's Expected Result/Impact: Increased membership in PTA. Staff Responsible for Monitoring: Staff, PTA President	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Increase parent usage of Parent Portal (through TEAMS) by offering training to parents and students during 6th grade orientation and meet the teacher. Strategy's Expected Result/Impact: Increased usage of parent by parents to support student success. Staff Responsible for Monitoring: All Staff	Formative		
	Jan	May	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: Tennyson MS will meet the social emotional needs of all students by fostering resilient relationships and providing a safe and healthy learning environment.

Performance Objective 1: All students will be safe as the TMS staff focus on Classroom Management, Bullying, and Multi-Tiered System of Support (MTSS).

Evaluation Data Sources: Behavior data; StopIt app reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Campus Conduct committee will address safety and security issues (meet once a month). Strategy's Expected Result/Impact: The TMS campus will be a safe place to learn which will increase student engagement and achievement. Staff Responsible for Monitoring: Administrative staff</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Teachers new to TMS will be required to attend Behavior Bootcamp offered by the district. Strategy's Expected Result/Impact: Decreased behavior incidents in 1st year teacher classrooms; teacher retention Staff Responsible for Monitoring: New Teachers, Principal</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: All teachers will be trained in Emergent Tree, which turns classrooms into thriving communities with social-emotional-behavioral intelligence. Strategy's Expected Result/Impact: Decreased behavior issues throughout the campus Staff Responsible for Monitoring: All Staff</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Schedule a Challenge Day, a day-long interactive workshop where students and their teachers experience for themselves that compassion and connection. Strategy's Expected Result/Impact: Reduces teasing, stereotyping, social oppression, and bullying; teaches tools for peaceful conflict resolution; Enhances skills for healthy emotional expression; Increases students' self-esteem, sense of purpose, and integrity; Builds empathy and community on campus Staff Responsible for Monitoring: Principal</p>	Formative		
	Jan	May	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			