

Laredo Independent School District

Mirabeau B. Lamar Middle School

2019-2020

Accountability Rating: B

Distinction Designations:

Academic Achievement in Science
Academic Achievement in Social Studies
Postsecondary Readiness



Mission Statement

The mission of M.B. Lamar Middle School is to provide effective instruction of the curriculum through collaborative planning, literacy development, critical thinking, positive behavior, and student engagement.

Vision

To educate students to excel academically and be productive citizens.

Core Beliefs

M.B. Lamar Middle School believes that all students can learn and be successful when afforded challenging; motivational learning experiences; and state of the art learning tools.

Table of Contents

Goal 1: Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.	4
Goal 2: Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.	6
Goal 3: Laredo ISD develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives	8
Goal 4: Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.	9

Goal 1: Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 1: Lamar MS will offer all students a rigorous, visible, interdisciplinary curriculum to ensure that all students demonstrate a yearly increase on state assessments and the Texas Success Initiative (TSI) college readiness.

Domain I Score will increase from 75 to 80.

Performance Objective 2: Lamar MS will meet State/Region STAAR student progress measures annually.

Domain II Score will increase from 89 to 90.

Performance Objective 3: Lamar MS will supplement Reading and Math instructional programs to meet the needs of all special population students in order to increase student achievement to Meets or Masters and close performance gaps.

Domain III Score will increase from 66 to 70.

Performance Objective 4: Lamar MS will supplement instructional programs to increase District and Campus Graduation Rate for all students and special populations. (Domain I & III) (See Plan Addendum)

Performance Objective 5: Lamar MS will increase the Number of Students (Percent) meeting EL progress (Advancing a minimum of 1 English Language Proficiency Level on TELPAS). (Domain III)

Increase percent of students advancing at least one proficiency level from 41 to 50.

Performance Objective 6: Lamar MS will increase the number of students meeting at least one College, Career, or Military Ready indicator (CCMR) as a means to close the gap (Domain I & Domain III)

To help increase the # of 8th grade students ready for High School CCMR we will increase the number of Pre-AP students from 163 to 180.

Performance Objective 7: Lamar MS will meet State/Region STAAR assessment performance rates to meet Performance-Based Monitoring Analysis System (PBMAS) standards annually.

District/Campus will improve staging on PBMAS to maintain or decrease staging from 1 to 0 in Bilingual, SpEd, CTE and ESSA. (See Plan Addendum)

Performance Objective 8: Lamar MS will develop innovative instructional strategies and provide staff development to effectively integrate the teaching and learning of technology applications and skills within the curriculum.

Increase Domain I score from 76 to 83.

Performance Objective 9: Lamar MS will effectively integrate the teaching and learning of technology applications and skills within the curriculum as per School Technology and Readiness (STaR) survey standards.

Improve or increase the number of teachers at proficient or higher from 96 to 100.

Performance Objective 10: Lamar MS will decrease the number of student retentions at Lamar Middle School through specialized instructional support.

Campus Retention rate will decrease from 3 to 0

Goal 2: Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 1: LISD and Lamar MS will increase meet and/or exceed State/Region attendance rates on a yearly basis.

District Attendance rate will increase from 96 to 97.

Campus will maintain or increase attendance rate from 95.8 to 96

Performance Objective 2: LISD and Lamar MS will meet or decrease its dropout rate as compared to the annual State/Region drop our rates. (Secondary Schools Only)

District dropout rate will decrease from 0.5 to 0.

Lamar M.S. decrease dropout rate from 0.2 to 0.

Performance Objective 3: LISD will increase the number of students who graduate on time, with college readiness distinctions.

District and Campus graduation rate for All Students, Hispanic, ECD, EL and SpED will increase. (See plan addendum)

Performance Objective 4: Lamar MS will implement a districtwide Discipline Management Plan which reinforces positive student behavior and reduces the number of student discipline referrals.

of Discipline referrals will decrease from 1235 to 800

of Discretionary placements at alternative campuses will decrease for:

All Students from 9 to 4

Special Ed. Students will be maintain 0 to 0

Performance Objective 5: Lamar MS will develop civically-engaged students by increasing the number of students participating in in school/community activities. (I.e, National Honor Society, Student Council, or other organizations that are civic oriented)

Performance Objective 6: Lamar MS will increase access to and participation in co- and extra-curricular activities to include: Academic UIL, Fine Arts, JROTC, athletics, service learning organizations and school clubs as evidenced in scheduled Board Committee Meetings.

of students that participate in at least 1 activity from 500 to 550

% of student body populations that participates in at least 1 activity from 40% to 50%

Performance Objective 7: Lamar MS will improve the services provided to address bullying and violence prevention.

Lamar MS will decrease the incidents of bullying from 8 to 0

Performance Objective 8: Lamar MS will support students as they transition from Elementary to Middle School (5th-6th), Middle to High School (8th-9th) and High School to Post Secondary.

Goal 3: Laredo ISD develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

Performance Objective 1: Lamar MS will provide clear and concise information regarding policy, administrative guidelines, achievement, activities and pertinent issues from administration to school, home, and community.

Number of parents and community members participating in Site-Based Decision Making committees from 4 to 6.

Increase the number of parents/community members that attend informative meetings including Town Hall Meetings from 500 to 600.

Increase the number of positive social media postings 194 to 200 Twitter/Facebook.

Performance Objective 2: Lamar MS will increase the number of parent volunteers and participation in community partnerships to maximize the intellectual growth and academic achievement of students.

Parent volunteers will increase from 30 to 40

Volunteer Hours will increase from 916 to 1000

Goal 4: Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 1: Lamar MS will promote a positive organizational culture that values customer service and every employee through professional development and employee appreciation activities throughout the year to include:

- a) 100 % of district personnel (Lamar MS) will receive required trainings and staff development.
- b) LISD District and Campuses will increase the number of employee appreciation activities from 2 to 3.

Performance Objective 2: Lamar MS will develop, maintain and communicate comprehensive organizational process that nurture administrative and teacher leadership competencies, the selection of highly qualified personnel, and the effective, efficient operation of all district/Campus level departments.

Increase Teacher Retention Rate from 97% to 99%

Increase the % of Teacher scoring an Proficient in all domains on T-TESS from 42 to 50.

Increase the % of Campus Leaders scoring proficient in all areas of T-PESS from 90 to 95

Performance Objective 3: Lamar MS will generate, leverage, and strategically utilize all resources through sound, fiscally responsible practices in support of positive student and employee performance outcomes.

LISD will maintain FIRST Rating.

100% of campus expenditures are aligned to the Comprehensive Needs Assessment and the Campus Improvement Plan.

100% of Campuses and Departments will follow internal Administrative Regulations to acquire goods and services including Fundraising.

Reduce the percent of campuses and departments that are in non-compliance with CH (Local) Policy.

Performance Objective 4: LISD will implement a system of internal controls to provide reasonable assurance that the District meets its objectives.

The district will maintain an Unmodified Opinion in the Annual Financial Report.(District)

100% of Campuses and Departments will follow internal Administrative Regulations to acquire goods and services including Fundraising.

Performance Objective 5: Lamar MS will maintain a safe, secure and healthy learning and working environment for all students and employees.

The number of workman's compensation claims will decrease from 2 to 0.

The number of employees that participate in district health and wellness initiatives will increase from 31/153 to 40/153.

Increase the number of students getting the flu shot from 611 to 620

Performance Objective 6: Lamar MS will maintain a safe and secure environment by increasing response time and completion of all work orders.

The number of work orders will decrease from 42 to 0 pending.

Performance Objective 7: Lamar MS will develop and maintain a staffing plan that utilizes data drive decision making to balance available budgetary resources with best practices and district needs.

Decrease the number of Class Size Ratio Waivers submitted to the Texas Education Agency from _____ to _____.

Performance Objective 8: Lamar MS schools will not have 1 or more student groups that fail to meet performance standards for three consecutive years.

Performance Objective 9: Lamar MS will develop and implement a customer service training program to promote a supportive and service driven culture for all campus and department support staff employees.

100% of all campus and department support staff employees will receive training annually.

Performance Objective 10: M.B. Lamar Middle School will promote an increase in teachers meeting expectations on certification attempts.

Number of teachers participating in review sessions will increase from 2 to 5

The teacher passing rate on certification attempts will increase from 1 to 5 .