

West Independent School District

West Middle School

2025-2026 Campus Improvement Plan

Mission Statement

West Independent School District is a community of learners. We strive to provide a rigorous, stimulating academic environment in which students, our first priority, find both challenge and support. We nurture a sense of curiosity, connection, and love of learning that extends beyond school years. We believe that exceeding state and federal academic standards is a non-negotiable. With equal regard, we support the development of social skills by encouraging a fundamental respect for oneself, our environment, and the larger world.

We believe that all students deserve to be surrounded by adults who believe they are capable of high achievement. We believe that every child deserves to be surrounded by a culture of high expectations and a rich array of options for the future. We believe that every child deserves dedicated educational and career guidance in order to define the pathways to the options he or she chooses. We believe that every child deserves quality curriculum, instruction, and services to be able to realize his or her personal aspirations by making well informed choices.

For the West ISD mission to succeed, a cooperative effort must exist among all stakeholders: community, parents, school staff, administrators, and the board of trustees.

Vision

The West Independent School District, with children as its first priority, strives to provide a safe, rigorous, stimulating academic environment in which students find both challenge and support to exceed state and federal standards while acquiring skills to make life long choices.

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Goals

Goal 1

Educational Excellence: West ISD will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 1

Increase the Campus State Accountability Letter Grade Rating to 90+ (A) (Target Areas: Grade 8 Social Studies). [ESF Goal 1]

Evaluation Data Source: STAAR data, iReady data, PLT data, CLI data, RDA data, PSAT data

Strategy 1

Ensure the district-approved instructional materials are implemented with fidelity in all classrooms.

Strategy's Expected Result/Impact: Aligned lesson plans created by teachers that reflect the proper level of rigor and complexity of assigned grade level TEKS and reteach plans for identified student expectations

Staff Responsible for Monitoring: Asst. Superintendent, Teaching & Learning Coordinator, Principals, Assistant Principals

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Formative Reviews

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Strategy 2

Ensure instructional materials include specifically designed resources and/or accommodations and modifications to support students with disabilities and English learners.

Strategy's Expected Result/Impact: Increase teacher and leader knowledge and skills of effective instructional strategies to support special education and Bilingual/ESL students

Staff Responsible for Monitoring: Asst. Superintendent, Teaching & Learning Coordinator, Principals, Assistant Principals

TEA Priorities: Build a foundation of reading and math

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Strategy 3

Ensure Student Progress tracking is visible and regularly updated in all classrooms and hallways. Continue with math and reading, add science and social studies.

Strategy's Expected Result/Impact: Increased student achievement

Staff Responsible for Monitoring: Assistant Superintendent, Teaching and Learning Coordinator, Principals, Asst. Principals, Teacher

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments

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Strategy 4

Review and update an accelerated learning (tutorial) plan for students who did not "meet standard" on a Grade 6-8 Reading or Mathematics STAAR test.

Strategy's Expected Result/Impact: Student growth measure on STAAR will increase. Gaps in learning will be closed based on the specific remedial instruction.

Staff Responsible for Monitoring: Administrators, Counselor, At-Risk Coordinator

ESF Levers: Lever 5: Effective Instruction

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Strategy 5

Purchase and implement rigorous and grade level appropriate instructional materials for Grade 8 Social Studies.

Strategy's Expected Result/Impact: Students will be more successful on unit tests during the year, and on the STAAR test at the end of the year.

Staff Responsible for Monitoring: Principal, Assistant Superintendent, Teaching and Learning Coordinator

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

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Performance Objective 2

Ensure early intervention in the Fall Semester takes place when any strategic staff member struggles with the ESF Plan. [ESF Goal 2.1D]

Evaluation Data Source: Eduphoria Walk-Through Forms, STAAR data, iReady data, PLT data, CLI data, RDA data, PSAT data, Culture and Climate Survey Data

Strategy 1

Schedule personalized professional development options for the strategic staff members based on data and need. (ESF Goal 1.1E)

Strategy's Expected Result/Impact: Improved student success

Staff Responsible for Monitoring: Principal, Assistant Superintendent, Teaching and Learning Coordinator

ESF Levers: Lever 2: Strategic Staffing

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Performance Objective 3

Add STEM-themed activities at specified grade levels (i.e., Destination Imagination, typing.com, Coding, Robotics, eSports, and/or Science Fair). [SPT Goal]

Strategy 1

Add STEM-themed activities at specified grade levels (i.e., Destination Imagination, typing.com, Coding, Robotics, eSports, and/or Science Fair). [SPT Goal]

Formative Reviews

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Evaluation Data Source: Shared document for each school

Evaluation Data Source: CNA Survey

Evaluation Data Source: CNA Survey, results from district UIL contest

Goal 2

Safe and Secure School: West ISD will strive to ensure a safe, orderly, and supportive environment conducive to learning for all students and staff.

Performance Objective 1 High Priority

Implement remaining West ISD Safety and Security Emergency Operations Plan (EOP) Audit Findings and state required safety initiatives.

Evaluation Data Source: Training sign-in sheets, anonymous reporting data, professional development calendar, discipline records

Strategy 1

Implement a background check process for all volunteers including Field Trip volunteers. [State Safety Audit Finding]

Strategy's Expected Result/Impact: Safe and secure facilities

Staff Responsible for Monitoring: Principal

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

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Strategy 2

Number all stairways across the District. [State Safety Audit Finding]

Strategy's Expected Result/Impact: Safe and secure facilities

Staff Responsible for Monitoring: Principal

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Strategy 3

Add Guardian Program signage around the exterior of the campus. [State Safety Audit Finding]

Strategy's Expected Result/Impact: Safe and secure facilities

Staff Responsible for Monitoring: Principal

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Strategy 4

Complete interior and exterior safety signage plan. (State Safety Audit Finding)

Strategy's Expected Result/Impact: Improved understanding of where things are located in the building and on campus for staff, students, and visitors.

Staff Responsible for Monitoring: Superintendent, Principal

Formative Reviews

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Strategy 5

Schedule I love You Guys drills during times when all students are in the cafeteria, auditorium, and passing between class periods.

Strategy's Expected Result/Impact: Increased understanding and knowledge of where to go during emergency situations.

Staff Responsible for Monitoring: AP, Pricipal

Formative Reviews

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Performance Objective 2

Introduce West Middle School Police Officer to all students and staff members within the first week of school. (CNA Survey)

Evaluation Data Source: Threat Assessment Paperwork, Meeting Minutes, Drill Paperwork, Duty List

Strategy 1

West ISD Police Officer will be asked to assist in Threat Assessment meetings and asked to assist with other daily operations on campus.

Strategy's Expected Result/Impact: Positive student relationships will be built with West ISD Police Officer.

Staff Responsible for Monitoring: Administrators

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Formative Reviews

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Strategy 2

Introduce WMS Police Officer to all students and staff members within the first week of school. (CNA Survey)

Strategy's Expected Result/Impact: Increased awareness that we have a police officer on campus, teachers and students will feel safe and supported, parents and our community will feel like our school is safe and supported.

Staff Responsible for Monitoring: AP, Principal

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Performance Objective 3

Implement the new Bullying and Cyberbullying Prevention and Intervention Program and train all students and staff on the program components. [Legislative Update and SHAC Goal]

Evaluation Data Source: Discipline Reports, Campus Advisory Calendar

Strategy 1

Train all student and staff on the new Bullying and Cyberbullying Prevention and Intervention program.

Strategy's Expected Result/Impact: Decrease in discipline referrals for bullying/cyberbullying, decreased anonymous alerts on bullying

Staff Responsible for Monitoring: Administrators, Counselor, Crisis Counselor

ESF Levers: Lever 3: Positive School Culture

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Strategy 2

Continue to form the new state Bullying and Cyberbullying Prevention and Intervention Program Committee. [Legislative Update]

Strategy's Expected Result/Impact: Increased awareness, a decrease in bully reports, decrease in bullying discipline referrals

Staff Responsible for Monitoring: Administrators, Counselor, Crisis Counselor

ESF Levers: Lever 3: Positive School Culture

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Strategy 3

Ensure all students are aware and know how to access STOPit. (State Legislation)

Strategy's Expected Result/Impact: Students will feel like they have a way to be heard and supported. Will lead to decreased bullying behaviors.

Staff Responsible for Monitoring: AP, Principal

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Strategy 4

Ensure all components of Character Strong are implemented across the campus. (SHAC Goal)

Strategy's Expected Result/Impact: Increased understanding of character traits, will lead to improved behavior and will help create better citizens for the West community.

Staff Responsible for Monitoring: Principal, Counselor

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Performance Objective 4 High Priority

Implement all findings from the new state District Vulnerability Assessment. (State legislation)

Evaluation Data Source: District Vulnerability Assessment

Performance Objective 5

Implement all approved areas of the District's Counselor Program Chart. (State Legislation)

Evaluation Data Source: District Counselor Program Chart

Strategy 1

Educate all staff members on the different programs.

Strategy's Expected Result/Impact: Staff will better understand how we meet student needs.

Staff Responsible for Monitoring: Principal, AP, Counselor

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Strategy 2

Ensure all components of Character Strong are implemented across the campus. (State Legislation)

Strategy's Expected Result/Impact: Improved behavior and character building

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Performance Objective 6

Recruit new parent volunteers to serve on the School Health Advisory Council (SHAC). (State legislation)

Evaluation Data Source: SHAC meeting documentation

Performance Objective 7

Review the current Bullying and Cyberbullying Prevention and Intervention Program and train all students and staff in the program components. (SHAC Goal)

Strategy 1

Continue to form and meet with the state-required Bullying and Cyberbullying Prevention and Intervention Program Committee. (State Legislation)

Strategy's Expected Result/Impact: Safe and secure facilities

Staff Responsible for Monitoring: AP, Principal

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Strategy 2

Continue to implement the STOPit Student and Parent Survey and Bullying Reporting System. (SHAC Goal)

Strategy's Expected Result/Impact: Improved student awareness and behavior

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Performance Objective 8

Review and implement the new state Health TEKS across the campus. (State Legislation)

Goal 3

Recruit and Retain Committed Educators: West ISD will actively recruit, develop, support, and retain highly qualified staff for all positions.

Performance Objective 1

Apply for the TEA Cycle 7 Grow Your Own (GYO)_ Aide-to-Teacher Grant. (Board Goal)

Performance Objective 2

Continue to grow the West High School Peer Assistance and Leadership (PAL) Program of Study partnership in targeted classrooms at West Middle School. (Board Goal)

Performance Objective 3

Implement the new West ISD Mentor Leadership Program. (Board Goal)

Performance Objective 4

Create a new monthly Staff Spotlight Program and add additional monthly Staff Treat Days. (Board Goal)

Performance Objective 5

Continue to add initiatives to the Staff Wellness Program. (Board Goal)

Strategy 1

Reschedule the Couch to 5K with a culminating community fun run. (CNA Survey)

ESF Levers: Lever 3: Positive School Culture

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Strategy 2

After school exercise classes. (CNA Survey)

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Strategy 3

Continue pre-game tailgate parties. (CNA Survey)

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Strategy 4

Add a walking trail around the district property. (CNA Survey)

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Performance Objective 6

Add a new Sunshine Committee. (CNA Survey)

Goal 4

Communicate, Listen, and Respond: West ISD will implement internal and external communication systems to engage and inform, build trust, and develop partnerships with students, staff, parents, and the community.

Performance Objective 1

Ensure input from all stakeholders by implementing surveys on a timely basis to receive feedback on programs and events held on campus. [Parent Engagement Goal]

Evaluation Data Source: Survey Results

Strategy 1

Craft and publish surveys for all stakeholders to be able to submit feedback on school programs in events at the end of the fall and spring semesters. [Parent Engagement Goal]

Strategy's Expected Result/Impact: Stakeholders feel they have a voice in what is happening on campus and give feedback on changes they would like to see implemented.

Staff Responsible for Monitoring: Administrators

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

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Performance Objective 2

Schedule new community engagement partnership programs (i.e., Lunch with Loved Ones and Parent Events before Athletic Events.). [SPT Goal]

Evaluation Data Source: Sign in Sheets

Strategy 1

Invite grandparents to come in September to enjoy breakfast with their grandchildren in grade 6

Strategy's Expected Result/Impact: Parent/community involvement

Staff Responsible for Monitoring: Administrators, Counselor

ESF Levers: Lever 3: Positive School Culture

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Performance Objective 3

Craft, publish, and review an online feedback survey at the end of the first nine-week(s), fall semester, and spring semesters for parents and staff. (SPT and Board Goals)

Evaluation Data Source: Google form surveys, responses document

Performance Objective 4

Record, publish, and save bimonthly Video Blog (VLOG) sharing West Middle School news and updates. (SPT Goal)

Evaluation Data Source: Posts on YouTube channel

Performance Objective 5

Add daily live video announcements across the campus. (SPT Goal)

Evaluation Data Source: Posts in Parent Square daily

Performance Objective 6

Create and publish a District Newcomer Brochure. (Board Goal)

Evaluation Data Source: Brochure document

Performance Objective 7

Reestablish the Legacy West Foundation Board and restart the grant fundraising process and work. (Board Goal)

Performance Objective 8

Continue to partner with the Helping Hands program and volunteers. (SHAC Goal)

Performance Objective 9

Revise and publish new District, Booster Club, and Parent Group Fundraising Guidelines. (SPT Goal)

Evaluation Data Source: Published document on district website

Goal 5

Efficient and Effective Day-to-Day Operations: West ISD will maintain efficient and effective fiscal management of resources and operations to maximize learning for all students.

Performance Objective 1

Increase the Texas Academic Performance Report (TAPR) Student Attendance Rate (All Grades) to greater than or equal to 96%. [ESF Goal]

Evaluation Data Source: Attendance Reports

Strategy 1

Recognize and praise good attendance while working with students and families on making sure students are in school.

Strategy's Expected Result/Impact: Increased attendance, Decrease in students and families who are truant

Staff Responsible for Monitoring: Administrators, Counselor, Truancy Officer

ESF Levers: Lever 1: Strong School Leadership and Planning

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Performance Objective 2

Work in partnership with the West ISD Bus Drivers and Aides to decrease student bus discipline referrals. [SHAC Goal]

Evaluation Data Source: Discipline Referral Reports

Strategy 1

Establish bus expectations with students and bus drivers.

Strategy's Expected Result/Impact: Decrease in student bus referrals

Staff Responsible for Monitoring: Administrators

ESF Levers: Lever 1: Strong School Leadership and Planning

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Performance Objective 3

Schedule grade level activities at the new West Middle and High School Ag Building, Greenhouse, and Outdoor Learning Center Project. (Board Goal)

Performance Objective 4

Continue to study the four-day week calendars in and around Central Texas to see how the change in schedule affects student achievement and engagement, student and staff retention rates, student and staff absentee rates, campus culture and morale, budget and costs, and feedback from staff, teachers, students, parents, and community members. (Board Goal)

Performance Objective 5

Continue to schedule two field trips per year per year for all grade levels. (Board Goal)

Performance Objective 6

Research and implement a new online payment system for tickets, meals, and events. (Board Goals)

Performance Objective 7

Complete the district's fixed asset audit via the Texas Association of School Boards (TASB) Facilities Services Dashboard program. (Board Goal)

Performance Objective 8

Add back the Library Aide position. (CNA Goal)

Performance Objective 9

Add an additional class period of Student to Industry Connection. (SPT Goal)