Mission Statement

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

Vision

EVERY STUDENT, EVERY DAY!

Core Beliefs

We believe:

- In our students
- Everyone has inherent value and deserves to be treated with dignity and respect in a safe learning environment

Learning is an active process involving students and parents to ensure that every student has an excellent education

Comprehensive Needs Assessment

Demographics

Demographics Summary

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

Demographics Strengths

The strength of our student population is that it reflects the diversity of the City of McKinney. Students of different backgrounds learn to work together to build strength as a whole. Our students do a great job of accepting and embracing one another and working towards the common good of the school.

Student Achievement

Student Achievement Summary

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

Student Achievement Strengths

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

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

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

Curriculum, Instruction, and Assessment Strengths

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

Parent and Community Engagement

Parent and Community Engagement Summary

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

Parent and Community Engagement Strengths

Evans offers parents the opportunity to become involved at school through PTO, booster clubs, and volunteering. PTO offers programs for parents over a variety of topics throughout the school year. Evans counselors also host evening seminars and high school registration meetings. School events, including athletic events are highly attended by the Evans community.

School Context and Organization

Technology

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
  Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.

- Section 504 data
- Homeless data
- Gifted and talented data

Dyslexia data

Goals

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

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

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

Strategy 1 Details	Reviews		
	Formative		Summative
	Nov	Feb	June
Strategy 1: Evans Middle School will promote school safety by carefully monitoring students and staff during safety drills. **Strategy's Expected Result/Impact:** Increased efficiency and performance during safety drills. **Staff Responsible for Monitoring:** Campus Administration			

Strategy 2 Details	

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

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

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

Strategy 1 Details	Reviews
Strategy 1: Evans Middle School will continue to provide HRS: Level 1 protocols and procedures to maintain a safe and collaborative	

Goal 2:

Strategy 5 Details	Reviews	
Strategy 5: Teachers using Seidlitz strategies to help EL students become more language proficient and academically successful. **Strategy's Expected Result/Impact:** Increased TELPAS results **Staff Responsible for Monitoring:** Administrators, ESL Department, Teachers (especially our Sheltered Instruction classrooms)	**Formative**	

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

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

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

Strategy 1 Details	Reviews
Strategy 1: Evans Middle School administrators will support instruction and lesson design by conducting multiple walk-throughs.	

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

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

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

Strategy 1 Details	Reviews		
	Formative		Summative
	Nov	Feb	June
Strategy 1: Evans Middle School teachers will be trained in Seidlitz strategies and best instructional strategies for ELL learners. **Strategy's Expected Result/Impact:** Training and evidence of SIOP strategies in lesson plans and being used in the classroom. **Staff Responsible for Monitoring:** Campus Administration, Instructional Coach and Central Office.			

Strategy 2 Details	Reviews		
	Formative		Summative
	Nov	Feb	June
Strategy 2: Evans Middle School will participate in job-embedded professional development during WICOR Wednesdays based on campus-needs. **Strategy's Expected Result/Impact:** Increased student knowledge of HRS Vocabulary terms, increased use of Focused-Notes, intentional lessons centered around reading and writing. **Staff Responsible for Monitoring:** Campus Administration			

No Progress Accomplished Continue/Modify Discontinue

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

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

Evaluation Data Sources: Teacher feedback

Strategy 1 Details	Reviews
Strategy 1: A weekly Teacher newsletter will go out with recognitions from both Administration and peer teachers. **Strategy's Expected Result/Impact:** Improved morale and culture. **Staff Responsible for Monitoring:** Principal	

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

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

Evaluation Data Sources:

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

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

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

Strategy 1 Details	Reviews
Strategy 1:	

Strategy 5 Details	Reviews
Strategy 5:	

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

Performance Objective 1:

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

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

Evaluation Data Sources: Staff newsletter, emails, teacher feedback

Strategy 1 Details	Reviews		
	Formative		Summative
	Nov	Feb	June
Strategy 1: Regular communication with the Staff weekly (via electronic Staff Newsletter as well as face-to-face in Wednesday PM Meetings) and during PLCs. **Strategy's Expected Result/Impact:** Increased sense of connectedness and having the staff feel 'heard'. **Staff Responsible for Monitoring:** Evans Leadership Team, Principal			

Strategy 2 Details	Reviews	
	Formative	Summative
Strategy 2: The Evans Principal will have regular meetings with various internal stakeholder groups. **Strategy's Expected Result/Impact:** Increased communication between important leadership groups and the Principal. Reduction in time between report of item of need by staff and solution/resolution from Administration. **Staff Responsible for Monitoring:** Evans Principal		

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

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

Evaluation Data Sources: Budget information, Teacher/Staff Feedback

Strategy 1 Details	Reviews		
	Formative		Summative
	Nov	Feb	June
Strategy 1: Evans Principal and Bookkeeper will meet monthly to review budget items and make sure budget goals are on track while also supporting the needs of the teachers and staff in a timely manner. **Strategy's Expected Result/Impact:** Having as many funds available for any teaching or learning needs that pop up while also planning in advance to have educational technology or other educational items purchased per teacher request. **Staff Responsible for Monitoring:** Evans Principal and Bookkeeper			

Strategy 2 Details	Reviews		
	Formative		Summative
	Nov	Feb	June
Strategy 2: Evans Administration, Department Chairs, Team Leads, and Leadership Team members discuss the needs of the school and compare them to available resources at each Leadership Team meeting. **Strategy's Expected Result/Impact:** Decreased time between a request by the staff and an action taken by Evans Leadership **Staff Responsible for Monitoring:** Evans Leadership Team			

Strategy 3 Details	Reviews		
	Formative		Summative
	Nov	Feb	June
Strategy 3: Evans Principal will meet with various internal stakeholders before and after meeting with District teams for the upcoming Summer 2024 and Summer 2025 Evans Refresh. **Strategy's Expected Result/Impact:** Aligning the needs and wants of the staff to the possibilities provided by the district during the Summer 2024 and 2025 Evans Campus Refresh **Staff Responsible for Monitoring:** Evans Principal			

No Progress Accomplished Continue/Modify Discontinue