

School Improvement and Transformation Monitoring Visit Summary Beginning of Year (SITM-BOY)

School: Sierra Middle School	LEA: Roswell Independent Schools
School Leader: Debbi Norris	LEA Leader: Brian Luck
SITM Team Leader: Robyn Cook	Date: October 7, 2024
School Description	
<p>At Sierra Middle School, the staff has been focused on developing their "Portrait of a Graduate" to ensure students are prepared when finishing high school and equipped to succeed in college and their future careers. The school provides 100% free breakfast and lunch to all students. It serves a diverse student body of 561, including 17 Black or African American, two Asian, two American Indian or Alaskan Native, and two Native Hawaiian or Pacific Islander students. Additionally, the school has 74 English Learners (ELs).</p> <p>Sierra Middle is a community school that offers valuable resources such as a food and clothing closet, monthly visits from the Roadrunner Food Bank, Girls Circle, Boys Leadership programs, and initiatives like "Don't Do Drugs." The school is also excited to announce the opening of its school-based health center this month.</p>	
School Successes and Celebrations	
<p>Over the past year, Sierra Middle School has made significant progress by implementing English Learner (EL) strategies in all classrooms, leading to the successful exit of six students from EL status based on their World-Class Instructional Design and Assessment (WIDA) scores. This year marks the school's third year using the Positive Behavior Interventions and Supports (PBIS) strategy, which has helped manage discipline issues more effectively. Additionally, staff turnover was low this year compared to previous years, contributing to a more consistent and committed team.</p> <p>The staff at Sierra Middle School has come together through PBIS and professional development (PD) training, fostering a strong sense of community and collaboration. Teachers have become more open to hearing one another and working together, both during and outside school hours. This year's Professional Learning Community (PLC) training focused more on content areas, enhancing collaboration in planning and instruction.</p> <p>A significant shift occurred with EL strategies, including developing four content-specific binders and teacher PD on strategies aligned with the four WIDA domains. Teachers reviewed the ACCESS test and conducted walk-throughs to ensure effective implementation. The school also brought in more Teacher Created Materials (TCM) training and has conducted classroom walkthroughs and additional PLC training. Staff now meet twice a month after hours to discuss discipline, parent meetings, and student rewards.</p>	

Sierra Middle School also introduced a coding class for 6th graders as part of the revised master schedule. Through a partnership with DEPCo (Dependable Education Products Company), students spend two weeks working on computers and worksheets, followed by hands-on projects in plumbing, electrical work, nutrition, robotics, and more. This initiative has allowed students to apply what they have learned in real-world scenarios, further enhancing their educational experience.

NM DASH Development and Implementation

The school's 90-Day Plan addresses academics and culture.

The school has identified three contributing factors to low performance rates for English Learners: (1) lack of data-informed teaching, (2) lack of teaching aligned to standards, and (3) lack of teaching strategies that ensure rigor and engagement of all students.

The desired outcomes include:

ELA - Teachers will receive training and implement knowledge gained in their classrooms. This, in turn, will increase schoolwide growth by 5% in all grade levels, lowering the percentage in level 1, "needs support," and increasing in level 2 and level 3, "near target," and "on target," according to the iMSSA (Interim Measures of Student Success and Achievement) MOY.

Math - Teachers will receive training and implement knowledge gained in their classrooms. This, in turn, will increase schoolwide growth by 5% in all grade levels, lowering the percentage in level 1, "needs support," and increasing in level 2 and level 3, "near target," and "on target," according to the iMSSA MOY.

Science - Using the semester final exam in science, 75% of students will pass with a 70% or better. 50% of ELs will pass with a 70% or better.

ELP - Sierra Middle School will exit at least three students from EL status by the end of the 2024-2025 school year.

School Progress

Current Three-year Data Trends

MSSA - ELA Percentage Proficient

	School	6th	7th	8th	ELs
2022	24	22	30	21	
2023	23	20	31	19	12

2024	33	29	36	34	
2025 (Goal)	40	36	43	41	

2025 ELA Goal -

Summative: Schoolwide proficiency growth is expected to increase by 10% in all grade levels, lowering the percentages in Level 1 and Level 2 "Novice" and "Nearing Proficiency" while increasing in Level 3 and Level 4 "Proficient" and "Advanced," according to the NM—MSSA.

Benchmark: Schoolwide proficiency growth is expected to increase by 5% in all grade levels, lowering the percentage in level 1, "needs support," and increasing in level 2 and level 3, "near target," and "on target," according to the iMSSA MOY.

MSSA - Math Percentage Proficient

	School	6th	7th	8th	ELs
2022	17	19	21	12	
2023	14	17	12	14	7
2024	12	18	7	11	
2025 (Goal)	25	31	20	24	

2025 Math Goal -

Summative: Schoolwide proficiency growth is expected to increase by 10% in all grade levels, lowering the percentage in Level 1 and Level 2 "Novice" and "Nearing Proficiency" while increasing in Level 3 and Level 4 "Proficient" and "Advanced" according to the NM - MSSA.

Benchmark: Schoolwide proficiency growth is expected to increase by 5% in all grade levels, lowering the percentage in level 1, "needs support," and increasing in level 2 and level 3, "near target," and "on target," according to the iMSSA MOY.

NMASR - Science Percentage Proficient

	8th	ELs
2022	25	
2023	31	<5
2024	35	

2025 (Goal	45	
-------------------	----	--

2025 Science Goal -

Summative: Overall schoolwide proficiency growth will increase from 856, which is in the "nearing proficiency" bracket, by at least 4 points to fall into the "proficient" bracket on the NM – ASR (New Mexico Assessment of Science Readiness) scale score.

Benchmark: Using the semester final exam in science, 75% of students will pass with a 70% or better. 50% of EL students will pass with a 70% or better.

iMSSA - Reading Percentage Proficient

	School	6th	7th	8th
2022 EOY	24	36	37	22
2023 EOY	19	15	31	12
2024 EOY	31	19	31	21
2025 BOY	16	18	17	13
2025 MOY (Goal)	21	23	22	18
2025 EOY (Goal)	24	26	25	21

iMSSA - Language Usage Percentage Proficient

	School	6th	7th	8th
2022 EOY	20	36	29	25
2023 EOY	19	14	30	14
2024 EOY	32	22	27	13
2025 BOY	16	22	22	5
2025 MOY (Goal)	21	27	27	10
2025 EOY (Goal)	26	32	32	15

iMSSA - Math Percentage Proficient

	School	6th	7th	8th
2022 EOY	18	8	12	9
2023 EOY	17	19	18	11
2024 EOY	10	22	15	18
2025 BOY	7	13	8	3
2025 MOY (Goal)	12	18	13	8
2025 EOY (Goal)	17	23	18	13

Course Failure Rates

ELA

2022	214
2023	255
2024	188

Math

2022	269
2023	266
2024	231

Science

2022	197
2023	224
2024	147

Social Studies

2022	233
2023	239
2024	137

Attendance Rate Percentages

	School	6th	7th	8th
2022	87.5	88.5	86.4	87.5
2023	86.6	87.5	86.3	86

2024	88.3	90.5	87.3	87.1
2025 (Goal)	95	95	95	95

EL iMSSA - Reading Percentages

	Needs Support	Near Target	OnTarget
6th BOY	100	0	0
MOY Goal	90	10	0
EOY Goal	80	10	10
7th BOY	40	60	0
MOY Goal	30	60	10
EOY Goal	20	60	20
8th BOY	88	12	0
MOY Goal	78	22	0
EOY Goal	68	22	10

EL iMSSA - Language Usage Percentages

	Needs Support	Near Target	OnTarget
6th BOY	71	29	0
MOY Goal	61	39	0
EOY Goal	51	39	10
7th BOY	60	32	8
MOY Goal	50	42	8
EOY Goal	40	42	18
8th BOY	58	42	0
MOY Goal	48	52	0
EOY Goal	38	52	10

EL iMSSA - Math Percentages

	Needs Support	Near Target	OnTarget
6th BOY	69	31	0
MOY Goal	59	41	0
EOY Goal	49	41	10
7th BOY	52	44	2
MOY Goal	42	54	2
EOY Goal	32	54	12
8th BOY	92	8	0
MOY Goal	82	18	0
EOY Goal	72	18	10

2025 ELP Goal -

Summative: By the end of the 2024-2025 school year, Sierra Middle School will exit three or more students from EL status.

Benchmark: At mid-year, according to Flashlight 360, all ELs will show growth of .25 in the writing and speaking domains.

Goal Setting Process:

As part of the 90-Day Plan, a portion of the Sierra Middle School core team met to review progress and focus on EL designation. Reflecting on the success of last year's strategies, which enabled six students to exit EL status, the team agreed to continue this path. They emphasized the importance of consistent implementation. The core team recognized the impact of these strategies and is committed to following through to support further student success.

Root Cause Analysis (RCA):

Based on data from various sources, Sierra Middle School has identified key root causes that need attention. While teachers have gained valuable knowledge and continue developing new strategies, student performance needs to improve, which the school attributes to students entering at lower academic levels. The school is adjusting its expectations to support better and reach more students. Notably, science has been on par with state and district performance. Still, there is a push to enhance instruction by aligning the curriculum more closely with standards and benchmarks across the department. Additionally, an analysis of ACCESS scores and student distribution within the WIDA domains highlights the need for continued professional development in English Learner (EL) strategies. The school recognizes the importance of strengthening our Professional Learning Community (PLC) practices to support this goal and improve student outcomes.

Actions to Reach ELA and Math Goals

- Professional development: EL content binders, PLC, and coaching strategies.
- Implementation of PD in the classroom.
- The administration will do walk-throughs with look-fors and give feedback.

Actions to Reach Science Goals

- Professional development: EL content binders, PLC, coaching strategies
- Implementation of PD in the classroom.
- The administration will do walk-throughs with look-fors and give feedback.
- During PLCs, science teachers will disaggregate data on standards and benchmarks to help make the semester final a better indicator for ASR.

Actions to Reach ELP Goals

- Professional development: EL content binders, PLC, coaching strategies
- Implementation of PD in the classroom.
- The administration will do walk-throughs with look-fors and give feedback.

The leadership team at Sierra Middle School will track academic progress using the iMSSA assessments for ELA and math, aiming for a 5% increase in proficiency by the middle of the year (MOY) and a 10% increase by the end of the year (EOY). In science, pre-tests and post-tests will be used to measure growth, with a goal of 80% proficiency on the post-test. To ensure effective implementation of Teacher Created Materials (TCM) and EL strategies, classroom walkthroughs will focus on using word walls and sentence frames. They will also look for increased student talk to 65% of class time, expecting 100% teacher implementation by MOY.