

# Austin Independent School District

## Dobie Middle School

**2023-2024**

**Accountability Rating: F**



**Board Approval Date:** December 14, 2023  
**Public Presentation Date:** December 14, 2023

# Mission Statement

We are a team of innovators who create a safe and inclusive learning community that ensures every member reaches their highest potential.

## Vision

Our students represent a united, diverse learning community that empowers their purpose and voice.

# Table of Contents

Priority Focus Areas	4
Priority Focus Area 1: Student Well-Being & Achievement	4
Priority Focus Area 2: Teacher & Employee Well-Being	4

# Priority Focus Areas

## Priority Focus Area 1: Student Well-Being & Achievement

**Desired Annual Outcome 1:** Goal 4 - Students identified as economically disadvantaged demonstrating achievement on state assessments for grades 6-8, and math, at the Meets Grade Level will increase from 2% to 45% for Math by August 2026 and from 13% to 43% for Reading by August 2024.

**High Priority**

**Evaluation Data Sources:** 3-8 Math & Reading STAAR 2024, 3-8 Math & Reading STAAR 2025, and 3-8 Math & Reading STAAR 2026

## Priority Focus Area 1: Student Well-Being & Achievement

**Desired Annual Outcome 2:** Goal 7 - Disparity in African-American student disciplinary actions (ISS, OSS, Dis. Removal) will decrease from 31.5% to 10% by August 2024.

**High Priority**

**Evaluation Data Sources:** Discipline Action Plan Folder: <https://drive.google.com/drive/folders/1NX0DA8fTXIq3cHA3OjNqxvpAE5iaki9i>

## Priority Focus Area 1: Student Well-Being & Achievement

**Desired Annual Outcome 3:** Goal 8 - Disparity in Special Education student disciplinary actions (ISS, OSS, Dis. Removal) will decrease from 55% to 22% by August 2024.

**Evaluation Data Sources:** Discipline Action Plan Folder: <https://drive.google.com/drive/folders/1NX0DA8fTXIq3cHA3OjNqxvpAE5iaki9i>

## Priority Focus Area 1: Student Well-Being & Achievement

**Desired Annual Outcome 4:** 100% of students with special needs will be provided with high quality, rigorous instruction with high expectation and clear goals, while focusing on individual academic needs and personal and career aspirations, interests, and talents.

**High Priority**

## Priority Focus Area 2: Teacher & Employee Well-Being

**Desired Annual Outcome 1:** Campus instructional leaders will build capacity in teachers through observation and feedback cycles. The leadership team will conduct regularly scheduled walkthroughs and provide effective, timely feedback. Trends will be discussed through PLC with mini-trainings as needed. 0% of teachers will have a PPFT rate score of ineffective by 2024.

**Priority Focus Area 2:** Teacher & Employee Well-Being

**Desired Annual Outcome 2:** Campus leadership will retain effective teachers by strategically recruiting, selecting, and assigning teachers to appropriate courses to ensure students receive high-quality instruction.

**Evaluation Data Sources:** Teacher Retention Data, Student Performance Data

**Priority Focus Area 2:** Teacher & Employee Well-Being

**Desired Annual Outcome 3:** Effective, culturally-proficient campus instructional leaders with clear roles and responsibilities will develop, implement, and monitor focused improvement plans that address the causes of low performance. 100% of our campus instructional leaders (principal, assistant principals, counselors, teacher leaders) will maintain clear roles and responsibilities.

**Evaluation Data Sources:** Roles and Responsibilities Sheets, Admin Meeting Team Agendas