

Midlothian Independent School District
Dieterich Middle School
2021-2022 Campus Improvement Plan

Mission Statement



Vision

To empower all to own their learning, shape their dreams, and create a better world!

Core Beliefs

Midlothian ISD Cultural Tenets

1. **We are Family**
2. **Unlimited Potential**
3. **Celebrate Diversity**
4. **Honor Relationships**
5. **Excellence through Purpose**

6. Midlothian Strong

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Dieterich Middle School serves approximately 818 students in grades 6-8 in a fast-growing North Texas community. We are engaged with our students, parents, staff, community, and school district through multiple avenues.

The demographics of Dieterich Middle School are:

American Indian or Alaskan Native: 4.9%

Asian: 2.6%

Black or African American: 15.6%

White: 85.1%

Hispanic/Latino: 5%

Female: 47.7%

Male: 52.3 %

19.36% of students are Economically Disadvantaged. 13.6% of students receive Special Education services. 1.2% of students are English Language Learners

Demographics Strengths

Science STAAR- Approaches Grade Level

All Students- 86%

White- 93%

Hispanic- 74%

African American- 71%

Problem Statements Identifying Demographics Needs

Problem Statement 1: African American scores are below those of other subgroups in math, reading, science, and social studies **Root Cause:** Limit change and growth in Tier 1

instructional strategies

Problem Statement 2: White students did not close the achievement gap in ELAR and Math **Root Cause:** Instructional practices not reinforcing solid Tier 1 instruction

Priority Problem Statements

Goals

Revised/Approved: November 15, 2021

Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 1: Design, develop and support aligned K-12 curriculum, providing challenging academic content standards and aligned academic achievement standards shown through an increase of 2 percentage points in Accomplished or Higher in each domain, planning and instruction.

Evaluation Data Sources: TTESS M*Powered Domain 1 and 2 data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide student choice in demonstrating evidence of learning in all core content.</p> <p>1.5 (Accomplished) digital activities, materials, and assessments 2.6 (Accomplished) student ownership</p> <p>Strategy's Expected Result/Impact: 25% of teachers will score accomplished or higher on their T-TESS summative evaluation in the area of M*Powered Dimension 1.5 (2021-28%) 25% of teachers will score accomplished or higher on their T-TESS summative evaluation in the area of M+Powered Dimension 2.6 (2021-33%)</p> <p>Staff Responsible for Monitoring: Administrators, Teachers</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 2: Using the aligned curriculum we will provide professional learning to improve student growth, measured by the universal screeners and STAAR with 80% of students growth in reading and math.

HB3 Goal

Evaluation Data Sources: Amplify K-1, Istation/Imagine Math 2-5, Elem students in T3 on MAP, secondary students on MAP

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers will plan collaboratively and use program data (MAP Assessment, Interim Assessment) to design aligned lessons during weekly planning meetings.</p> <p>Teachers will use data to plan targeted intervention and enrichment activities for W.I.N. time and group students flexibly to ensure individual student needs and strengths are addressed. *Progress Monitoring</p> <p>Strategy's Expected Result/Impact: 80% of students will show growth in math and reading</p> <p>Staff Responsible for Monitoring: Administrators, iCoach, AI Specialist, and teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 3: Provide interim /district assessments which will increase Meets on STAAR by at least 7 percentage points in all content areas from STAAR 2021.

HB3 Goal

Evaluation Data Sources: Eduphoria
Cambrium

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers will utilize the data from the interim/district assessments to design targeted strategies to close gaps.</p> <p>Strategy's Expected Result/Impact: 7% increase in MEET standard for all tested areas</p> <p>Staff Responsible for Monitoring: Administrators and Teachers</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 4: Provide students opportunities to reach their unlimited potential through collaboration, creativity, critical thinking and communication within the K-12 aligned curriculum with an increase in the Brightbyte data in the Teacher and Student area of the 4 C's by 5 scaled points at the end of 2021-2022 school year.

HB3 Goal

Evaluation Data Sources: BrightByte Data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: iCoach will provide weekly support through collaboration with teachers on lesson design to include the 4Cs.</p> <p>Strategy's Expected Result/Impact: Increase in the Brightbyte data in the Teacher and Student area of the 4 C's by 5 scaled points at the end of 2021-2022 school year.</p> <p>Staff Responsible for Monitoring: Administrators and iCoach</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 5: Support excellence through purpose by providing intentional application of high yield learning strategies for the growth of all students with a decrease of students requiring tiered or AI services by 10%.

HB3 Goal

Evaluation Data Sources: Frontline Tier data
AI progress monitoring/STAAR/MAP

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers will have access to resources to teach students in accelerated instructions and will use Lead4ward high yield strategies</p> <p>Strategy's Expected Result/Impact: A decrease of students requiring tiered or AI services by 10%.</p> <p>Staff Responsible for Monitoring: Principal, iCoach, AI Specialist and Teachers</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 6: Increase the participation and achievement of students in Advanced Academics with an increase of 2 percentage points in the enrollment of students in AP, Dual Credit, and 8th Grade Algebra I, as well as increase in CCMR by 2 percentage points.

HB3 Goal

Evaluation Data Sources: Increase of students in advanced academic courses
Increase in CCMR accountability

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers will encourage students enrolled in regular classes to enroll in at least one honors class at course selection time. Counselors will inform students and parents of current honors classes and 8th-grade Algebra requirements at course selection time.</p> <p>Strategy's Expected Result/Impact: 2% increase in honor course enrollment</p> <p>Staff Responsible for Monitoring: Administrators, Counselors, and Teachers</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 7: Increase special education students' gain score by 5 percentage points on STAAR for each content area subject test.

HB3 Goal

Evaluation Data Sources: STAAR 2022 data by content area , MAP 2022 data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers will use assessment data to plan targeted intervention and enrichment activities for W.I.N. time and group students flexibly to ensure individual student needs and strengths are addressed. *Progress Monitoring</p> <p>Strategy's Expected Result/Impact: Increase special education students' score by 5%</p> <p>Staff Responsible for Monitoring: Principals, Teachers, AI, and Sped Teachers</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 8: Increase Emergent Bilingual Total EL Academic Growth Score in reading and math by 10 percentage points on STAAR assessments by May 2022.

HB3 Goal

Evaluation Data Sources: STAAR 2022 LEP data by content, MAP Growth 2021-22 data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The ESL and General Ed Teachers will use assessment data to plan targeted intervention for our EB students.</p> <p>Strategy's Expected Result/Impact: Increase Emergent Bilingual students' performance by 10 percentage points in each content area on STAAR.</p> <p>Staff Responsible for Monitoring: Administrators, ESL teachers, AI Specialist</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 2: Develop a comprehensive staffing plan to foster innovation, effective communication and a high performing culture throughout the district.

Performance Objective 1: Develop and execute a high level recruitment plan by maintaining a 90% or above overall market value (using the TASB comparison group) of employee salaries as measured by TASB.

Evaluation Data Sources: Yearly TASB Salary Study

Goal 2: Develop a comprehensive staffing plan to foster innovation, effective communication and a high performing culture throughout the district.

Performance Objective 2: Identify and provide support systems needed to increase staff attendance and retain quality staff as measured by the district survey with a 2% increase in employee satisfaction.

Evaluation Data Sources: District Staff Survey

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: New staff on campus will participate in the MISD Mentorship Program. All staff will be included in campus-wide culture and climate-building activities.</p> <p>Strategy's Expected Result/Impact: Retain quality staff as measured by the district survey with a 2% increase in employee satisfaction.</p> <p>Staff Responsible for Monitoring: Administrators and Campus Mentors</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 2: Develop a comprehensive staffing plan to foster innovation, effective communication and a high performing culture throughout the district.

Performance Objective 3: Design and facilitate opportunities to build leadership capacity in staff as seen through survey feedback with a 2% increase in satisfaction of all participants in leadership opportunities.

Evaluation Data Sources: AP Academy Survey
 MALA Survey
 Any additional Leadership type academies or programs

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Staff will lead professional development and PLC's.</p> <p>Strategy's Expected Result/Impact: 2% increase in satisfaction of all participants in leadership opportunities.</p> <p>Staff Responsible for Monitoring: Administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 3: Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.

Performance Objective 1: Enhance success for all students by supporting their social and emotional development in a variety of coordinated efforts to honor relationships and celebrate the power of diversity which is measured by an increase in 3 out of the 5 competencies from the personal skills survey.

Evaluation Data Sources: Survey Results

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Students will participate with Bobcat Bonus families where social and emotional learning components will be used as the core structure. Counselors plan the weekly activities for execution.</p> <p>Strategy's Expected Result/Impact: Increase in 3 out of the 5 competencies from the personal skills survey.</p> <p>Staff Responsible for Monitoring: Administrators, Counselors, and Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Resources will be provided to support the social and emotional development of students such as PALS, Next Step counseling, and District LPC support</p> <p>Strategy's Expected Result/Impact: Increase in 3 out of the 5 competencies from the personal skills survey.</p> <p>Staff Responsible for Monitoring: Administrators, Counselors</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.

Performance Objective 2: Develop and execute a safety and security plan at the district and campus levels as measured by an increase of 5% in positive responses to safety and security survey questions.

Evaluation Data Sources: District Staff Feedback (Survey)
 District Parent Feedback (Survey)
 District Student Feedback (Survey)

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The campus crisis plan outlines all policies and procedures in case of an emergency. The Campus Safety Team will help facilitate campus drills and communicate with members of the district safety and security team. We use See It, Hear It, Stop It to allow students to report bullying incidents anonymously. Strategy's Expected Result/Impact: Increase of 5% in positive responses to safety and security survey questions. Staff Responsible for Monitoring: Administrators, SRO, Campus Safety Team</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Raptor will be utilized for all visitors on campus Strategy's Expected Result/Impact: Increase of 5% in positive responses to safety and security survey questions. Staff Responsible for Monitoring: Administrators, Receptionist, SRO</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 3: Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.

Performance Objective 3: Provide professional development and prevention programming for best practices for prevention and management outlined in state guidelines.

Evaluation Data Sources: Prevention programs implemented on campuses reflected by the number of students in attendance.

Strategy 1 Details	Formative Reviews		
Strategy 1: Use Aim for Success to provide best practices for prevention and management as outlined in state guidelines. Strategy's Expected Result/Impact: Prevention Management Staff Responsible for Monitoring: Administrators	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 3: Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.

Performance Objective 4: Increase enrollment of AVID program by 2%

Evaluation Data Sources: Enrollment in AVID programs

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Train teachers to identify students that would benefit from enrollment in the AVID program and provide information to the counselors. AVID teachers will begin recruiting in the fall.</p> <p>Strategy's Expected Result/Impact: Increase enrollment of AVID program by 2%</p> <p>Staff Responsible for Monitoring: Administrators, AVID Teacher, Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 3: Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.

Performance Objective 5: Implementation of active Diversity Council to celebrate the power of diversity, as listed in the District's cultural tenets.

Evaluation Data Sources: Diversity Council feedback

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Recognize cultures and holidays each month through literature, library lessons, information posted on the website and announcements shared.</p> <p>Strategy's Expected Result/Impact: Greater awareness, recognition, and celebration of our student's diverse background</p> <p>Staff Responsible for Monitoring: Administrators, Counselors, Teachers, MS</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 4: Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.

Performance Objective 1: Develop a comprehensive facilities plan to guide financial decisions related to future site acquisitions, new construction, and renovation of existing facilities with 100% within or under budget.

Strategy 1 Details	Formative Reviews		
Strategy 1: Meet annually with a site-based committee to determine potential future furniture and campus needs. Strategy's Expected Result/Impact: Remain up to date and prepared for future needs Staff Responsible for Monitoring: Administrator	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.

Performance Objective 2: Develop a budgeting process to guide financial decisions related to instructional design and engagement resulting in a 1% reduction in cross-function transfers and a fund balance percentage above 30% (exclusive of the amount of the TIRZ transfer).

Strategy 1 Details	Formative Reviews		
Strategy 1: Develop budget and align financial expenditures to campus goals. Strategy's Expected Result/Impact: Number of Cross-function transfers Maintain 0 Staff Responsible for Monitoring: Principal	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.

Performance Objective 3: Receive a Superior Rating on the Financial Integrity Reporting System of Texas (the FIRST accountability system).

Goal 5: Provide support and resources to cultivate customization and personalization through blended learning opportunities.

Performance Objective 1: Deliver a structured professional development plan to support curriculum and technology integration with an increase of 2% of teachers believing the professional development increased the effectiveness of their teaching and learning.

Evaluation Data Sources: Anonymous feedback data on all district PD

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide structured, timely professional development through iPlan Days, Campus Professional Development, Reading Apprentiship, ESL Prep Course, Lead4ward PD, and PLC Meetings</p> <p>Strategy's Expected Result/Impact: Increase of 2% of teachers believing the professional development increased the effectiveness of their teaching and learning.</p> <p>Staff Responsible for Monitoring: Administrators, iCoach, Teachers</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: Provide support and resources to cultivate customization and personalization through blended learning opportunities.

Performance Objective 2: Provide systems to maximize digital resources for MISD students and staff with a goal to resolve 75% of issues within 24 hours.

Goal 5: Provide support and resources to cultivate customization and personalization through blended learning opportunities.

Performance Objective 3: Develop and implement a plan for the lifecycle of technology resources (e.g. network and physical security infrastructure, end user devices, and software) to anticipate future needs, inform the district budget and future bond referendums to support district goals and standards.

Goal 6: Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.

Performance Objective 1: Promote MISD cultural tenants in our community by highlighting at least four best practices a month aligned with our cultural tenants.

Strategy 1 Details	Formative Reviews		
Strategy 1: Bobcat News promotes where to go to find news, and highlight cultural tenants on announcements. Strategy's Expected Result/Impact: Highlight our cultural tenants and best practices Staff Responsible for Monitoring: Administrators, LMS, Bobcat News Teacher, ESF Levers: Lever 3: Positive School Culture	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Bobcat Brags, House Points competitions, Bobcat families are shared based on cultural tenants! Strategy's Expected Result/Impact: Highlight our cultural tenants and best practices Staff Responsible for Monitoring: Administrators, Counselors, Design Team Leads ESF Levers: Lever 3: Positive School Culture	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 6: Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.

Performance Objective 2: Be aware and collaborate with campuses by meeting with a campus principal twice a month and have weekly campus visits by department staff members.

Goal 6: Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.

Performance Objective 3: Manage district website to communicate best with our school community in the most accessible and organized manner through training of all staff who manage website content, by checking and maintaining 100% website compliance, and by improving 2 methods of website accessibility.

Strategy 1 Details	Formative Reviews		
Strategy 1: Maintain up-to-date campus website Strategy's Expected Result/Impact: Positive feedback on consistent communication as measured on district survey will increase. Staff Responsible for Monitoring: LMS, Administrators ESF Levers: Lever 3: Positive School Culture	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 6: Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.

Performance Objective 4: Communicate with the MISD community on a weekly basis to keep information flowing from the district to community members in order to develop trust and transparency.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: At the end of each week, the campus newsletter, Bobcat Bulletin, will be emailed to our families and students. Our community will be able to view the Bobcat Bulletin through Twitter and Facebook. The Bobcat Bulletin will highlight DMS and district happenings.</p> <p>Strategy's Expected Result/Impact: Remain in the 90th percentile for the Youth Truth Survey.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

State Compensatory

Budget for Dieterich Middle School

Total SCE Funds:

Total FTEs Funded by SCE: 1.5

Brief Description of SCE Services and/or Programs

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Personnel for Dieterich Middle School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Corbin, Christi	Teacher	0.17
Davis, Courtney	Counselor	0.4
Murfield, Marcie	Teacher	0.17
Phillips, Sarah	Paraprofessional	0.17
Speltz, Stephanie	Teacher	0.17
Vossler, Kerry	Paraprofessional	0.17
York, Amber	Teacher	0.25

Addendums