

KEMP ISD



Kemp High School Campus Improvement Plan

2017/2018

Marietta Maxwell
Principal

Mission Statement:

Kemp Independent School District will provide innovative educational opportunities so students achieve their potential.

MOTTO:

Your journey of success

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COMPREHENSIVE NEEDS ASSESSMENT SUMMARY

SCHOOL YEAR: 2017/2018

Data Sources Reviewed:

- Student achievement data
- Parent Surveys
- Staff Surveys
- T-TESS data
- Walkthroughs & Observations

Area Reviewed	Summary of Strengths <u>What were the identified strengths?</u>	Summary of Needs <u>What were the identified needs?</u>	Priorities <u>What are the priorities for the district, including how federal and state program funds will be used?</u>
Demographics	Overall student performance at Kemp High School continues to meet standard across most demographic groups. ELL performance increased in 3 of 5 tested subjects	ELL student performance in Reading and Writing SPED student performance overall	Support Period added to the school day to provide tutorial time for EOC, TSI, ACT, SAT prep
Student Achievement	Students in US History and English 2 scored at state % Algebra 1 scores increased by 6% with first time testers at 87% which is above state average Graduation rate improved from 85% to 89% (state rate)	English 1 and Biology decreased from 2016 scores Retester % is below state average passing rates Improve graduation rate above state %	Provide Professional Development in all subject areas Continue to support the district writing plan at KHS Continue to offer graduation alternatives
School Culture and Climate	Student Enrollment has	Student voice in campus decision	Increase opportunities for

	<p>increased Variety of Extra-curricular activities Professional development offerings are aligned with campus character education plan for students</p>	<p>making Positive recognition for staff performance via incentives Increase positive recognition for student attendance</p>	<p>Teacher and Student led involvement in campus decision making KONA Ice Days/rewards Movie tickets Field trips</p>
Staff Quality/ Professional Development	<p>All staff is Highly Qualified.</p> <p>Several positions continue to support the education of our students; At-Risk Counselor, CTE Coordinator, classroom teacher & positions added in highly requested CTE fields of study</p> <p>Administration encourages staff to attend Professional Development as demonstrated by the staff survey.</p> <p>Teachers feel they are able to share ideas and materials with peers per staff survey</p>	<p>Staff not accessing professional development opportunities as measured through attendance.</p> <p>Teacher turnover rate still needs improvement</p> <p>Teachers do not feel recognized for good attendance as demonstrated on the staff survey.</p>	<p>Increasing high yield professional development opportunities and participation for staff.</p> <p>Provide teacher support programs which are designed to promote staff retention such as mentoring</p> <p>Campus to provide staff recognition for good attendance and other achievements.</p>
Staff Quality/ Professional Development	<p>Recruit and retain experienced staff Professional development planned and implemented that meets identified needs</p>	<p>Increase the percentage of staff that are accessing relevant professional development New Teacher Mentor Program</p>	<p>Use surveys and other data to prioritize the types of professional development course offerings and trainings for relevancy</p>
Curriculum, Instruction,	Administration demonstrates	Instructional Strategies are not	Provide professional

<p>Assessment</p>	<p>expertise and knowledge regarding curriculum, educational research, and effective teaching practices as shown by the staff survey.</p> <p>Students are demonstrating learning at higher levels of rigor as measured by T-TESS.</p> <p>Professional Learning Communities are an effective way of sharing ideas and data at KHS.</p>	<p>consistent at each grade level as measured by classroom walkthroughs.</p> <p>Alignment is not demonstrated as measured by lesson plans, assessments and EOC results.</p> <p>Assessment data is used by core staff but not all staff as shown through Aware.</p> <p>Eduphoria is used consistently by core teachers and CTE teachers but not by all staff as shown through Eduphoria reports.</p>	<p>development on quality instructional strategies and designing engaging lessons.</p> <p>Increase monitoring and feedback to teachers of research based instructional strategies from administration.</p> <p>Provide educational resources.</p> <p>Provide professional development in the use of Eduphoria/Aware planning and data analysis and TEKS Resources</p> <p>Provide professional development on understanding the TEKS.</p>
<p>School Context and Organization</p>	<p>CTE funding Increased and enabled additional teaching positions designed to reduce class size and maximize student learning opportunities</p>	<p>Continue to increase CTE opportunities that demonstrate meaningful student achievement</p>	<p>Continue to increase CTE funds and % of instructional budget to support student achievement and experiences</p>
<p>Technology</p>	<p>Increased staff knowledge, opportunity and participation in integrating technology, Google doc sharing between teachers, students and parents</p>	<p>Continued growth in student led technology initiatives</p> <p>Increase student technology skills.</p> <p>Use technology to engage students in learning.</p>	<p>Increase opportunities for technology integration which positively affects student achievement</p> <p>Google professional development for all teachers and students within the Google classroom pilot.</p>

Area: Learning Standards

Goal: Kemp High School will demonstrate instructional methods which increase student achievement in all content areas

Objective: Provide a rigorous and aligned curriculum and instruction for all students.

Assessment: State and District Assessment Data

Strategy	Person Responsible	Evaluation	Timeline	Title One Components	Resources
Provide professional development on designing engaging lessons through the Schlechty group & focused PD.	District & campus administration & staff	Student Achievement Staff Evaluations	2017/2018 School year	1,2,3,5	District and Federal Funds Schlechty group
Monitor and implement writing and reading across the curriculum throughout the campus using District Writing Plan	Principal Department Chairs Director C&A	State Assessment Data, District Benchmark Data, Unit Assessment Data, Walkthrough Data T-TESS	2017/2018 School year	1,2,3,9	District ,State and Local Funds Region 10 Services MAPS testing
Monitor the use of the TEKS Resource System.	Principal Director C&A Department Chairs	Walk through Data, Student Unit assessment Data State Assessment Data & Lesson plans	2017/2018 School year	3,8,9	District ,State and Local Funds TEKS Resource System, Region 10 Services
Provide at-risk 9 th grade students a viable math	Principal Math	Student Achievement	2017/2018 School year	1,2,3	District ,State and Local Funds

curriculum to address gaps	department	Unit and District Assessments MAPS testing Pre-Algebra Odysseyware			
Monitor the use of Eduphoria.	District Administration Campus Administration	Walk through Data, Unit Assessment Data State Assessment Data Lesson plans	2017/2018 School year	3,8,9	Eduphoria
Increase availability and use of research based educational materials.	District Administration Campus Administration	Lesson Plans, Walkthrough Data	2017/2018 School year	1,8,9	Pre-Algebra & Odysseyware curriculum
Provide professional development in order to implement the District Writing Plan	District & Campus Administration	Attendance sheets, Attendance certificates	2017/2018 School year	1,2,4	District and Federal Funds, Region 10

Area: Learning Standards

Goal: Kemp High School will have effective student programs.

Objective: Offer a variety of appropriate programs to address the needs of all students.

Assessment: State and District Assessment Data; Participation in student programs

Strategy	Person Responsible	Evaluation	Timeline	Title One Components	Resources
A CTE program will be developed and implemented which is designed to increase student skills and provide gateways to career readiness	District & campus administration CTE coordinator High School staff	Student certifications Student surveys	2017/2018 School year	1,2,10	District ,State and Local Funds
Provide professional development on quality instruction, Fundamental 5, PLC protocols, MAPS data	Director C&A IT Coordinator Principal	Attendance sheets Staff meeting agendas	2017/2018 School year	1,2,5	District ,State and Local Funds MAPS testing
8 th to 9 th grade Transition Services will be provided which maximize student academic and emotional growth	District Administration Campus Administration Campus Counselors	Student Achievement Surveys HS credit classes for JH students College Fair Fish Camp	2017/2018 School year	1,2,3,6,7	District ,State and Local Funds
Provide & continue to increase a variety of extracurricular activities which meet student's needs and interests	District and campus staff	Student participation Student Achievement Surveys	2017/2018 School year	1,2,9	District ,State and Local Funds

Provide professional development in advanced academics and Gifted/Talented	Director C&A Director IP Campus & Central Admin Staff	Attendance sheets Certificates	2017/2018 School year	4	District ,State and Local Funds
Provide services which meet the reading and math academic needs of students who are served in Special Education or Section 504.	Campus Staff Central Admin Staff	Student Achievement	2017/2018 School year	1	District ,State and Local Funds
Continue to increase Honors, AP & Dual Credit courses & opportunities	Campus administration, counselors, staff	Student surveys & course selections	2017/2018 School year	4	District, State and Local Funds
Continue to utilize an At-Risk counselor to address transition from KJHS to KHS	District Administration & campus principal	Graduation rate Student Achievement Student Surveys	2017/2018 School year	1,2,9,10	District ,State and Local Funds
Provide teachers with professional development on ESL including research-based, instructional strategies.	District ESL & Campus ESL Coordinator	Attendance sheets	2017/2018 School year	1,2,4	District, Federal Funds
Implement G/T support via Honors, AP, Dual Credit, & Fine Arts courses	Director C&A Director IP Campus staff	Student Achievement	2017/2018 School year	1,2,10	District, Federal Funds Region 10

Area: Digital Learning

Goal: Kemp High School will enhance digital learning experiences for all stakeholders.

Objective: Increase the digital literacy for all students and staff by implementing technology in the classroom.

Assessment: State and District Assessment Data; Stakeholder feedback

Strategy	Person Responsible	Evaluation	Timeline	Title One Components	Resources
Continue to add digital classrooms	District & campus administration	Student Achievement	2017/2018 School Year	1	District ,State and Local Funds
Continue to provide 3D printer access & increase Chromebook availability to students	Librarian & aide Principal IT coordinator	Printer and Chromebook hours of use	2017/2018 School Year	1	Kemp Education Foundation
Develop and provide innovative courses which enhance student technology skills	District & campus administration CTE Coordinator	Student Achievement Surveys Jacket TV	2017/2018 School Year	1	District ,State and Local Funds
Equip classrooms with latest presentation technologies designed to enhance student achievement	District & campus administration IT Coordinator	Student Achievement Surveys	2017/2018 School Year	1	District ,State and Local Funds
Students and community will have access to technology resources before & after regular school hours	Campus Administration & staff Library staff	Surveys Chromebook carts & computer labs	2017/2018 School Year	1,7	District ,State and Local Funds

Area: Assessment

Goal: Kemp High School will implement appropriate and varied types of assessments that effectively measure student progress and success.

Objective: Implement progress monitoring for all grade levels and content areas.

Assessments: State and District Assessment Data

Strategy	Person Responsible	Evaluation	Timeline	Title One Components	Resources
Develop and implement grading period assessments in all classes.	Director C&A Principal All campus staff	District Assessments	2017/2018 School Year	1,2,9	TEKS Resource STAAR Item Bank Eduphoria
Develop and increase courses which directly match career opportunities	District and Campus Administration CTE Coordinator	Student Achievement Surveys	2017/2018 School Year	1,2,9	District ,State and Local Funds District Personnel
Continue to increase KHS college and career readiness levels as described in TEA TAPR report	District and Campus Administration CTE Coordinator Counselors	Student Achievement State Accountability data	2017/2018 School Year	1,2,9	District ,State and Local Funds District Personnel Campus personnel
Increase CTE participation and opportunities which match career opportunities	District and Campus Administration CTE Coordinator	CTE Participation	2017/2018 School Year	1,2,9	District ,State and Local Funds District Personnel
Increase community partnerships with local colleges and businesses which increase student opportunities	District and Campus Administration CTE Coordinator	Student Participation Student achievement	2017/2018 School Year	1,2,9	District ,State and Local Funds District Personnel Community Resources

Increase participation and student achievement results on TSI, SAT, ACT	Campus Administration	Student Participation Student achievement	2017/2018 School Year	1,2	District ,State and Local Funds
KHS staff will complete intense data analysis in order to assist students w/TEKS, curriculum, college/career readiness	Principal PLCs	PLC time Data sources	2017/2018 School Year	1,3	District ,State and Local Funds District Personnel

Area: Accountability

Goal: Kemp High School will have a comprehensive accountability system that is designed to sustain excellent performance which maximizes student achievement.

Objective: Increased student achievement and gain a year’s growth in all grade levels and content areas.

Assessment: State and District Assessment Data; Alternate assessments such as portfolios and projects

Strategy	Person Responsible	Evaluation	Timeline	Title One Components	Resources
Increase student achievement at all grade levels	District and Campus Administration Campus staff	Student achievement	2017/2018 School Year	1,2,9	District ,State and Local Funds Community Resources
Writing achievement will increase through a district developed plan which includes student portfolios	District and Campus Administration Campus staff	Student achievement	2017/2018 School Year	1,2,9	District ,State and Local Funds District Personnel
ELL academic performance will increase in core subjects	District and Campus Administration Campus staff	Student achievement	2017/2018 School Year	1,2,9	District ,State and Local Funds District Personnel

KHS Special Education student performance will increase in core subjects	District and Campus Administration Campus staff	Student achievement	2017/2018 School Year	1,2,9	District ,State and Local Funds District Personnel
KHS will match or exceed state growth in STAAR tested areas per district and campus STAAR goals	District and Campus Administration Campus staff	Student achievement	2017/2018 School Year	1,2,9	District ,State and Local Funds District Personnel
KHS will continue to provide safe student environment with following emphasis: <ul style="list-style-type: none"> - Safe & updated equipment - Provide equipment & facilities designed to enhance student safety - Updated Emergency operation plan - Proactive discipline techniques - Increase number AED's 	District and Campus Administration Campus staff Maintenance Staff Campus nurse Safety team	District Surveys Staff Responses	2017/2018 School Year	1	District ,State and Local Funds District Personnel
Increase student attendance through positive reinforcement opportunities	Campus Administration Campus Staff	Student attendance rate	2017/2018 School Year	1	District ,State and Local Funds District Personnel
KHS graduation rate will increase to 90%	Campus Administration Campus Staff	Graduation Rate	2017/2018 School Year	1,2,9	District ,State and Local Funds District Personnel
Increase college scholarships for graduating seniors	Campus Administration Campus Staff	Scholarship Money awarded	2017/2018 School Year	1,2,9	District Personnel

Area: Transformation

Goal: Kemp High School will be a 21st century learning organization which meets the needs of all stakeholders.

Objective: Implement and maintain classrooms that are engaging and innovative.

Assessment: Locally-developed assessments, stakeholder feedback

Strategy	Person Responsible	Evaluation	Timeline	Title One Components	Resources
Participate in joint ventures with the City of Kemp Fall Festival & Wildflower Festival	District and Campus Administration Campus staff	District Surveys	2017/2018 School Year	7	Community Resources District Personnel
KHS Calendar is designed to accommodate the following strategies: <ul style="list-style-type: none"> • Blast Off to School Program for At-Risk Students • Campus Instructional Planning days • Family Communication/Lunch activities 	District and Campus Administration Campus staff	Student achievement District Surveys	2017/2018 School Year	1,2,3,5,6,8,9	District ,State and Local Funds District Personnel
The following activities will involve campus staff in district &	District and Campus	District Surveys	2017/2018 School Year	8	District ,State and Local Funds

<p>campus decision making processes.</p> <ul style="list-style-type: none"> • District EIC • Campus CAT team • District Leadership Team & campus PLCs • Participation in bi-Yearly lunches with the Superintendent 	Administration Campus staff				District Personnel
<p>Teacher Retention -</p> <ul style="list-style-type: none"> • New teacher/veteran teacher mentor program • Teacher Survival PD program 	District and Campus Administration Human Resources Department	Attendance at events Teacher retention rates	2017/2018 school year	4	District Personnel
Participation in Silver Jacket breakfast	Campus Administration, staff, students	Attendance at event	August 2017	6	District ,State and Local Funds District Personnel Community Resources
Participate in New Student Enrollment Fair	Campus administration, staff, students, parents	Participation District Surveys	August 2017	6	District ,State and Local Funds District Personnel Community Resources
<p>Promote School events through the following methods:</p> <ul style="list-style-type: none"> • Campus Website • Campus Social Media • Local Print Media • Partnerships with local businesses 	Campus Administration Campus Staff	Campus Surveys	2017/2018 School Year	6	Campus funds Campus staff