

KEMP ISD



Approved by CAT Team 9/12/17

Pending approval by KISD School Board

# Kemp Primary School Campus Improvement Plan

2017/2018

Jennifer Welch, Principal  
Kristin Clickner, Assistant Principal

**Mission Statement:**

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

**Vision Statement:**

Kemp Primary School is a family striving to develop a love of learning through a safe and nurturing environment.

**MOTTO:**

*PRIDE in Excellence!*

# **KEMP I.S.D. BOARD OF TRUSTEES**

Sharron Rankin – President  
Jerry Gilbert - Vice-President  
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Scott Crow  
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## Campus Advisory Committee Members

Jennifer Welch	Principal	
Kristin Clickner	Assistant Principal	
Sheila Lewis	Counselor	
Rebecca Mote	Co-Chair/Head Start	Year 2
Erin McKenzie	Co-Chair/Second Grade	Year 2
Catherine Henry	PK Teacher	Year 2
Julie Holden	Kindergarten Teacher	Year 1
Brandi Norton	First Grade	Year 2
Dorenda Gentry	Specials teacher	Year 2
Joy Wilson	Specials teacher	Year 1
Mandi Daniels	Paraprofessional	Year 1
Dixie Sivley	Paraprofessional	Year 1
Jane Dvorak	District Level Non-teaching	Year 2
Alma Garcia	Business Representative	Year 2
Hailey Guthrie	Business Representative	Year 1
Jean Culver	Community Representative	Year 1
Tammy Haynie	Community Representative	Year 2
Mistie Reedy	Parent Representative	Year 1
Christin Whittenberg	Parent Representative	Year 1

**COMPREHENSIVE NEEDS ASSESSMENT SUMMARY**

**SCHOOL YEAR: 2017/2018**

**Data Sources Reviewed:**

- Student achievement data
- Attendance Data
- Discipline Data
- Parent Surveys
- Staff Surveys
- TTESS data
- Observations

<b>Area Reviewed</b>	<b>Summary of Strengths</b> <u>What were the identified strengths?</u>	<b>Summary of Needs</b> <u>What were the identified needs?</u>	<b>Priorities</b> <u>What are the priorities for the district, including how federal and state program funds will be used?</u>
<b>Demographics</b>	The district demographic populations remain stable.  Club Impact ESL Program for students  Community Involvement with items donated  After School Reading Program  Blast Off to School Program  TELPAS testing showed 51% gain in students who gained an increase in their composite score	Hire more bilingual staff  Need more parent volunteers  Summer program	-Provide interpreters as needed  -Hire bilingual staff if able to do so
<b>Student Achievement</b>	Istation Usage being met  Istation gains across all grade levels (EOY Goal is 70% and we ended at 77%)	ELAR AWARE Assessments for 1 <sup>st</sup> /2 <sup>nd</sup> grade need improvement  Reading A to Z at 50% (kinder) on reading level as compared to 69% in 1 <sup>st</sup>	-ESL Pull-Out teacher will serve the new comers and lower ESL students  -ESL students will be monitored by the ESL teacher if they are performing on

	<p>Reading A to Z went from 41% on level at BOY to 66% on level at EOY (25% gain)</p> <p>TELPAS testing showed 51% gain in students who gained an increase in their composite score</p>	<p>and 76% in 2<sup>nd</sup> grade</p> <p>TTESS Activities-lowest area in the planning domain</p> <p>More efficient special education testing</p> <p>Attendance has decreased in sub categories</p>	<p>grade level</p> <p>-Guided Reading/Shared Reading will be implemented</p> <p>-Saxon Phonics will be used with fidelity</p> <p>-Writing will be implemented beginning in PK</p> <p>-Istation Reading will be used according to the Istation expectations</p> <p>-Social Studies Weekly will be used by grades K-2</p>
<b>School Culture and Climate</b>	<p>Student performance and involvement in extracurricular activities have increased as measured through student enrollment.</p> <p>Weekly Istation updates</p> <p>Monthly PBIS updates</p> <p>Staff presents at staff meetings/not just administrators (creating leaders)</p> <p>All staff are in a campus committee</p> <p>High Fives for staff</p> <p>Safe and nurturing environment</p> <p>Classroom awards</p> <p>School family assembly brings staff/students together</p> <p>Academic Pep Rallies</p>	<p>Suggestion box for more input</p> <p>Buddy room needs to be more clearly defined/some staff taking advantage of system in place</p> <p>Sunshine procedures need to be revisited</p> <p>More time between specials to allow a calmer environment</p> <p>Need clearer expectation of level 0 across all classrooms</p>	<p>-Conscious Discipline Training/book study</p> <p>-Recognize students through Academic Pep Rallies</p> <p>-AR incentives for students/staff</p> <p>-Istation incentives for students/staff</p> <p>-Awards for classrooms such as Golden Plunger, Golden Lunch Tray, PE/Music/Library/Computer Awards, Attendance</p> <p>-Awards for staff such as perfect attendance, teacher of the month/support staff of the month, teacher feature/support staff feature</p>
<b>Staff Quality/ Professional</b>	All staff is Highly Qualified.	New Teacher focus on Classroom	-Trainings will be provided on the

<p><b>Development</b></p>	<p>Mentor Program</p> <p>New Teacher Orientation</p> <p>New Teacher Survival Lunches</p> <p>Classroom Support as needed</p> <p>Staff encouraged to attend Professional Development</p> <p>Most teachers are ESL certified</p> <p>PK Grant has provided lots of Professional Development</p>	<p>Management</p> <p>Daycare for staff</p> <p>Teacher Workdays increased</p> <p>ESL Certification for all classroom teachers</p> <p>Increased budget for more competitive pay rates</p> <p>PK teachers to get 30 hours PD in Early Childhood</p>	<p>following things:</p> <p>Guided Reading</p> <p>Reading A to Z</p> <p>Word Wall Activities</p> <p>Saxon Phonics</p> <p>Istation Reading</p> <p>PBIS/Conscious Discipline</p>
<p><b>Curriculum, Instruction, Assessment</b></p>	<p>Goals for Reading Levels for each class met as shown through Istation and Reading A to Z data</p> <p>Students in 2<sup>nd</sup> grade have improved their basic math skills based on formative assessment</p> <p>STEM lab sessions are engaging based on student surveys</p>	<p>Writing curriculum is needed within K-2</p> <p>Math curriculum is needed for 1<sup>st</sup> grade</p> <p>Professional development to support curriculum and instructional practices</p> <p>Materials to support instruction and curriculum</p> <p>Increased RTI math support</p>	<p>-Common Lesson Planning among teachers</p> <p>-Saxon Phonics Training</p> <p>-Istation Training</p> <p>-Guided Reading Training</p> <p>-Social Studies Weekly for grades K-2</p> <p>-RTI Math Program that shows results/data</p>
<p><b>Family and Community Involvement</b></p>	<p>The campus showed an increase in participation for community events.</p> <p>The campus acknowledged student achievement through assemblies and awards.</p> <p>Newsletters, call outs, reminders have been informative and successful</p>	<p>Improvement plan for Istation information out to parents (a lot of parents still have trouble understanding the expectations)</p> <p>Parent involvement in CSO activities needs to increase</p> <p>Rename Home Visits to Relationship Building Meetings</p>	<p>-Year at a Glance document will be provided for all parents at the beginning of the year</p> <p>-Campus/District Website/Calendar will be current at all times</p> <p>-Facebook page will post upcoming events throughout the year</p>

	<p>Communication has improved over the past couple of years</p> <p>School involvement in fall festival/Wildflower festival brought success</p> <p>Home Visits/Parent Conferences/Academic Parent Teacher Team Nights</p>		<p>-Monthly parent newsletter by the CSO</p> <p>-Weekly classroom newsletter by the teachers</p>
<b>School Context and Organization</b>	<p>Schedule in place for Master and Alternative</p> <p>Mentorship for staff</p> <p>Year at a Glance Documents</p> <p>District Librarian/Technology Resources for Learning/Teaching</p>	<p>Full time Assistant Principal</p> <p>More time transitioning between specials</p> <p>Monitoring during recess (map where to stand, ways to communicate)</p>	<p>-Updated Campus Master Schedule</p> <p>-Walky Talky for recess duty/map for people to stand</p>
<b>Technology</b>	<p>Ipads for classrooms</p> <p>Strong/Internet Service</p> <p>Lots of resources available (library/google)</p> <p>Ipad Carts</p>	<p>Headphones for Ipads</p> <p>Clarify Ipad cart use</p> <p>Technology training for Ipads/Smartboards</p> <p>Chromebooks for staff</p> <p>New computers for third computer lab</p>	<p>-1 additional computer lab using older computers at the end of the kindergarten hallway for Istation use/other programs</p> <p>-Additional Ipads/carts for checkout</p> <p>-Istation Reading purchased for PK-2</p> <p>-Starfall purchased</p> <p>-Brain Pop purchased</p> <p>-Lexia purchased</p> <p>-Learning A to Z purchased</p> <p>-MAP purchased</p>

## Area: Learning Standards

Goal: Kemp Primary 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, Istation Reading Data, Reading A to Z Data

Strategy	Person Responsible	Evaluation	Timeline	Title One Components	Resources
Provide professional development on designing engaging lessons through the Schlechty group. (Arnold/Norton/Mote/Henry/McKenzie)	District Administration	Student Achievement Staff Evaluations	2017/2018 School Year	1,2,3,5	District and Federal Funds  Schlechty group
Monitor and implement writing across the curriculum throughout the campus	Principals, Grade Level Chair, Director C&A	State Assessment Data, Writing Samples, Walkthrough Data T-TESS	2017/2018 School Year	1,2,3,9	District, State and Local Funds Region 10 Services District Writing Portfolio Plan
Monitor the implementation of the Pre K Grant	Director IP, Primary Staff	Student Achievement	2017/2018 School Year	7	District, Federal, State and Local Funds
Monitor the use of the TEKS Resource System	Principals, Director C&A	Walk through Data, Student Unit Assessment Data, Lesson plans	2017/2018 School Year	3,8,9	District, State and Local Funds TEKS Resource System, Region 10 Services
Provide students a viable math curriculum grade 2 with professional development for teachers	District Administration, Primary Staff	Student Achievement, Unit and District Assessments, MAP testing	2017/2018 School Year	1,2,3	District, State and Local Funds Sharon Wells Math Curriculum
Monitor and adjust RTI program with reading for K -2	Principals, RTI Committees, Director IP, RTI Teachers	Number of students served in the RTI process, Meeting agendas	2017/2018 School Year	1,2,9	District, State and Local Funds MAP, IXL, Lexia, IStation, Learning A to Z
Purchase screening, diagnosis	RTI Committees,	Screening and diagnosis	2017/2018 School	1,2,9	District, State and Local



and progress monitoring programs for the RTI process	Director IP, RTI Teachers	results	Year		Funds, IStation, Learning A to Z, IXL, Lexia, MAP testing
Monitor the use of Eduphoria	District Administration, Campus Administration	Walk through Data, Unit 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	Sharon Wells Math, IStation, Learning A to Z, IXL, Lexia, MAP, Mentoring Minds
Provide professional development to improve instructional strategies in writing, math, reading, RTI, SPED, ESL	District Administration	Attendance sheets, Attendance certificates	2017/2018 School Year	1,2,4	District and Federal Funds, Region 10, Sharon Wells, Writing Consultant-Robyn Hartzell
Provide formal New Teacher Induction Program (Lead 4ward)	Director IP	Attendance Sheets, Certificates	2017-2018 School Year	3, 4, 5	District and State Funds

## Area: Learning Standards

Goal: Kemp Primary 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
Provide professional development on quality instruction, PLC protocols, data review, rigor and engagement	District Administration, Campus Administration	Attendance sheets, PD & PLC agendas	2017/2018 School Year	1,2,5	District, State and Local Funds
Grade level Transition Services will be provided which maximize student academic and emotional growth	District Administration, Campus Administration	Student Achievement Surveys	2017/2018 School Year	1,2,3,6,7	District, State and Local Funds
Provide professional development in advanced academics and Gifted/Talented	Director IP	Attendance sheets Certificates	2017/2018 School Year	4	District, State and Local Funds
Provide professional development on dyslexia testing in order to identify students in need of support.	Director IP	Attendance sheets Certificates	2017/2018 School Year	4	District, State and Local Funds for testing kits, Region 10 for training Take Flight program
Identify (Child Find) and provide services, which meet the reading academic needs of students who are served in Special Education or Section 504	District Staff, Campus Staff	Student Achievement	2017/2018 School Year	1	District, State and Local Funds, STAR Autism
Provide teachers professional development on ESL; research based, instructional strategies	District ESL Coordinator	Attendance sheets	2017/2018 School Year	1,2,4	District, Federal Funds
Collaborate with the district team to review G/T testing and instruction to create a district plan	Director IP	Student Achievement	2017/2018 School Year	1,2,10	District, Federal Funds Region 10

## Area: Digital Learning

Goal: Kemp Primary 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
Develop and Provide Innovative Courses which enhance student technology skills	District Administration, CTE Coordinator	Student Achievement Surveys	2017/2018 School Year	1	District, State and Local Funds
Equip classrooms with latest presentation technologies designed to enhance student achievement	District 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 after regular school hours	District and Campus Administration	Surveys	2017/2018 School Year	1,7	District, State and Local Funds

## Area: Assessment

Goal: Kemp Primary 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 cycle assessments in all classes.	Director C&A, All campus staff	District Assessments	2017/2018 School Year	9	TEKS Resource STAAR Item Bank, IStation, Mentoring Minds
SPED and 504 students will be monitored by their case managers and will have an annual meeting to review their plan and services.	Director IP, All campus staff who serve the students	Student Achievement Monitoring Reports	2017/2018 School Year	9	District, Federal, 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

## Area: Accountability

Goal: Kemp Primary 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; Istation Reading, Reading A to Z, Alternate assessments such as portfolios and projects

Strategy	Person Responsible	Evaluation	Timeline	Title One Components	Resources
Increase student achievement in all grade levels in the area of reading	District and Campus Administration, Campus Staff	Student achievement	2017/2018 School Year	1,2,9	District, State and Local Funds, Community Resources, Istation, Reading A to Z, Lexia, MAP, Balanced Literacy
Elementary writing achievement will increase through a locally developed plan which includes student portfolios	District and Campus Administration, Campus Staff	Student achievement	2016/2018 School Year	1,2,9	District, State and Local Funds, District Personnel, Balanced Literacy, District Writing Portfolio Plan
ELL academic performance will increase in Writing, Science, and Social Studies	District and Campus Administration, Campus Staff	Student achievement	2017/2018 School Year	1,2,9	District, State and Local Funds District Personnel
Special Education student performance will increase in the areas of Reading and Math	District and Campus Administration, Campus Staff	Student achievement	2017/2018 School Year	1,2,9	District, State and Local Funds ,District Personnel, STAR Autism, Map
Kemp ISD will match or exceed State growth in STAAR tested areas	District and Campus Administration, Campus Staff	Student achievement	2017/2018 School Year	1,2,9	District, State and Local Funds District Personnel
Continue to provide safe student environment with following emphasis: - Playground equipment	District and Campus Administration, Campus Staff	District Surveys Staff Responses, Safety Audit Recommendations	2017/2018 School Year	1	District, State and Local Funds District Personnel

<p>updated and safe ground covering</p> <ul style="list-style-type: none"> <li>- Providing equipment designed to enhance student safety</li> <li>- Updated Emergency operation plan</li> <li>- Positive behavior techniques</li> </ul>	Maintenance Staff				<p>Region 10 ESC</p> <p>PBIS</p> <p>Conscious Discipline</p>
Implement a discipline management plan that is effective and equitable focusing on the prevention of and education concerning unwanted aggression, sexual harassment, and other forms of bullying.	Campus Administration	Discipline referrals	2017-2018 School Year	1	TxEIS Student Data, Student Code of Conduct, Student Handbook, Crisis Go app, Anti-Bullying Program, Conscious Discipline, PBIS
Provide special programs to address the needs of students to include a suicide prevention program, conflict resolution program, violence and dating violence prevention programs, and an anti-bullying program.	District and Campus Administration, Campus Staff	Surveys, Discipline referrals	2017-2018 School Year	1	District, State and Local Funds, District Personnel, District Counselors, Crisis Go app, Anti-Bullying Program, Conscious Discipline, PBIS strategies
Provide a Drug Education and Awareness Program	Campus Administration, Campus Counselors	Surveys	2017-2018 School Year	1	Red Ribbon Week, District Counselors
Increase student attendance through positive reinforcement opportunities (Kona Ice Parties, Bicycle Drawings)	District and Campus Administration, Campus Staff	Student attendance rate	2017/2018 School Year	1	District, State and Local Funds  District Personnel

## Area: Transformation

Goal: Kemp Primary School will be a 21<sup>st</sup> 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
Joint venture with City of Kemp in Wildflower Festival	District Administration	District Surveys	Spring 2018	7	Community Resources District Personnel
District Calendar is designed to accommodate the following strategies: <ul style="list-style-type: none"> <li>- Blast Off to School Program for At-Risk Students</li> <li>- Semester Campus Instructional Planning days</li> <li>- Family Communication Days</li> </ul>	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 teaching staff in campus decision-making processes. <ul style="list-style-type: none"> <li>- District EIC</li> <li>- District Leadership Team</li> <li>- Campus Advisory Team</li> <li>- Grade Level Chairs</li> <li>- Campus Committees</li> <li>- PBIS Team</li> <li>- Safety Team</li> <li>- RTI Team</li> <li>- Head Start Policy Council &amp; Committees</li> <li>- Bi-Yearly lunches with the Superintendent</li> </ul>	District and Campus Administration, Campus Staff	District Surveys	2017/2018 School Year	8	District, State and Local Funds  District Personnel

<p>Teacher Retention</p> <ul style="list-style-type: none"> <li>- New teacher induction program</li> <li>- Teacher Mentoring Program</li> <li>- Monitoring teacher growth through the evaluation process</li> </ul>	<p>District and Campus Administration</p> <p>Human Resources Department</p>	<p>Attendance at events</p> <p>Teacher retention rates</p>	<p>2017/2018 School Year</p>	<p>4</p>	<p>District Personnel, TTESS Evaluation System</p>
<p>Silver jacket breakfast</p>	<p>District Administration</p>	<p>Attendance at event</p>	<p>August 2017</p>	<p>6</p>	<p>District, State and Local Funds, District Personnel, Community Resources</p>
<p>New Student Enrollment Fair</p>	<p>Campus Administration, Campus Staff</p>	<p>Participation District Surveys</p>	<p>August 2017</p>	<p>6</p>	<p>District, State and Local Funds, District Personnel, Community Resources</p>
<p>Promote School events through the following methods:</p> <ul style="list-style-type: none"> <li>- Campus Website</li> <li>- Campus Facebook</li> <li>- School Messenger</li> <li>- CSO Monthly Newsletter</li> <li>- Teacher Weekly/Monthly Newsletters</li> <li>- Local Print Media</li> <li>- Partnership with local businesses</li> </ul>	<p>District and Campus Administration, Campus Staff</p>	<p>District Surveys</p>	<p>2017/2018 School Year</p>	<p>6</p>	<p>District, State and Local Funds</p> <p>District Personnel</p>