



**KEMP JUNIOR HIGH SCHOOL**

# **Campus Improvement Plan**

**2017/2018**

Kyle Hutchings - Principal  
Dawn Boyd - Assistant Principal  
Mark Noble - Counselor

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## **Mission Statement:**

The staff of Kemp Jr. High supports the State of Texas's Goals and Objectives. The staff also believes that ALL students can learn and achieve. We believe that our school's purpose is to educate all students to high levels of academic performance while fostering growth in social/emotional behaviors and attitudes. We accept the responsibility to teach all students using the following Title I components;

1. Comprehension Needs Assessment
2. Reform Strategies
3. Instruction by Highly Qualified teachers
4. High-Quality Professional Development
5. Strategies to Attract Highly Qualified Teachers
6. Strategies to Increase Parental Involvement
7. Transition
8. Teacher Decision-Making regarding Assessments
9. Effective and Timely Assistance to students
10. Coordination and Integration

## **MOTTO:**

*Each of Us, All of Us, Together Every Day*

Campus Support Organization  
Members:

Susan Santos – Parent

Shannon Prox– Community Member /  
Business Owner

Dennie Gracia – Teacher

Sandy Quick – Teacher

Ron Francis - Teacher

Lauren Reyes – Teacher

Autumn Miller –Teacher

Dawn Boyd - Campus-based Non-Teaching Professional

Kyle Hutchings - Principal

## **THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS**

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

### **THE STATE OF TEXAS PUBLIC EDUCATION GOALS**

- GOAL#1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- GOAL#2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- GOAL#3: The students in the public education system will demonstrate exemplary performance in the understanding of science.
- GOAL#4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

### **THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES**

- Objective #1: Parents will be full partners with educators in the education of their children.
- Objective #2: Students will be encouraged and challenged to meet their full educational potential.
- Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- Objective #4: A well-balanced and appropriate curriculum will be provided to all students.
- Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.
- Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.
- Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.
- Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.
- Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

**COMPREHENSIVE NEEDS ASSESSMENT SUMMARY**

**SCHOOL YEAR: 2017-2018**

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<p><b>Data Sources Reviewed:</b></p> <ul style="list-style-type: none"> <li>● Student achievement data.</li> <li>● Parent / Staff Surveys</li> <li>● Observations / Enrollments</li> </ul>			
<b>Area Reviewed</b>	<b>Summary of Strengths</b> What were the identified strengths?	<b>Summary of Needs</b> <b>What</b> were the identified needs?	<b>Priorities</b> What are the priorities for the campus, including how federal and state program funds will be used?
<b>Demographics</b>	Campus demographic population remains generally stable with an increase in ESL. Performance data indicated there is little to no statistical difference across safeguard groups in terms of student success.	The number of students achieving on STAAR in each sub population must increase specifically in the areas of SPED, and Social Studies. ESL population has increased, the number of ESL supports must increase. An organized campus SPED department.	The campus must maintain the diversified approach that has created the degree of equivalency throughout the safeguard groups while improving instructional strategies and rigor to increase student mastery. The creation and implantation of a SPED Dept. and Behavior classroom.
<b>Student Achievement</b>	Performance data supports that the Junior high improved (based on 2016 standards) in 6 <sup>th</sup> grade reading, 8 <sup>th</sup> grade math, and 8 <sup>th</sup> grade science.	The Junior high must maintain academic achievement while focusing specific efforts in the following areas: 6 <sup>th</sup> grade math, 7 <sup>th</sup> grade reading, writing, and math as well as 8 <sup>th</sup> grade social studies.	Staff will receive more support in developing and maintaining data driven educational experiences for students via PLC's and MAP testing. Participating in revised RTI actions.
<b>School Culture and Climate</b>	Conversations with involved parents, staff, and students coupled with survey results suggest high morale and positive atmosphere.	Staff feedback include a school wide desire for more student involvement in activities both inside and outside of school.	The Junior High will commit to the Capturing Kids Hearts Program. An increase in school wide cooperative communication will increase from administration and departments.

<b>Staff Quality/ Professional Development</b>	The staff is highly qualified. Staff attended the Revolutionizing Learning Professional development. Staff attended the August /Sept. professional development trainings.	Staff described a need for more hands-on support with regards to certain software systems (Eduphoria).	Staff will continue to have common planning periods as possible within content areas to collaborate as PLCs. Increase in technical assistance with Lead4ward and Eduphoria.
<b>Curriculum, Instruction, Assessment</b>	Teachers are increasingly taking ownership in the expertise of curriculum, educational research, and effective teaching practices. Teacher feel that they are permitted to try new ideas.	Staff has voiced a need for more access to examples of exemplar lesson plans and more time to teach in the areas of Reading/Writing and Math.	Modeling and research will be employed to demonstrate data driven instructional approaches and lesson development. A review of the Master Schedule to maximize reading, writing, and math teaching time will be conducted. Professional development in PLC's will be conducted.
<b>Family and Community Involvement</b>	Desire to increase participation and number of community events for both students, families, and community.	School / Parent communication that focus on student achievement and participation. Increase the activities of the KJH NJHS.	Increase funding for the student / family/ community involvement that supports student achievement.
<b>School Context and Organization</b>	Having the right staff members in the right positions to increase student achievement.	Improving the systems and processes to support student learning.	Administration will consistently evaluate the "people, process, product" model of the school and adjust as needed to support student achievement.
<b>Technology</b>	The campus now has 2 computer labs, 3 Technology classes, 5 Chromebook carts, all staff have a Chromebook.	A need of increased student – led technology initiatives.	Provide development in instructional technology (Google) to teachers and students through integration.

## **CAMPUS IMPROVEMENT PLAN 2017-2018**

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### **Title I, Part A**

#### **Schoolwide Components:**

1. A comprehensive needs assessment of the entire school (including considering the needs of migratory children as defined in section 1309(2)) that is based on information which includes the achievement of children in relation to the State academic content standards and the State student academic achievement standards described in section 1111(b)(1).
2. Schoolwide reform strategies that provide opportunities for all children to meet the State's proficient and advanced levels of student academic achievement, use effective methods and instructional strategies that are based on scientifically based research, and that include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the State student academic achievement standards who are members of the target population of any program that is included in the schoolwide program.
3. Instruction by highly qualified teachers.
4. In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the
5. school to meet the State's student academic achievement standards.
6. Strategies to attract high-quality teachers to high-need schools.
7. Strategies to increase parental involvement in accordance with section 1118, such as family literary services.
8. Plans for assisting preschool children in the transition from early childhood programs, such as Head Start, Even Start, Early Reading First, or a State-run preschool program, to local elementary school programs.
9. Measures to include teachers in the decisions regarding the use of academic assessments described in section 1111(b)(3) to provide information on, and to improve, the achievement of individual students and the overall instructional program.
10. Activities to ensure that students who have trouble mastering the proficient or advanced levels of academic achievement standards required by section 1111(b) (1) shall be provided with effective, timely additional assistance which shall include measures to ensure that student difficulties are identified on a timely basis and to provide sufficient information on which to base effective.
11. Coordination and integration of Federal, State, and local services and programs, including programs supported under this Act, violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.

Area: Learning Standards

Goal: Kemp Junior High 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.	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 district.	Campus Administration Chair Director C&I	State Assessment Data, District Benchmark Data, Unit Assessment Data, Walkthrough Data T-TESS Walk	2017/2018 School year	1,2,3,9	District, State and Local Funds  Region 10 Services
Provide professional development to improve instructional strategies in writing, math, reading, RTI, SPED and ESL.	Principals Director C&I	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

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Increase and develop the RTI process and monitoring.	District/Campus Administration Primary Staff Intermediate Staff	Student Achievement Walkthrough Data Lesson Plans	2017/2018 School year	1,2	District, State and Local Funds Designing STEM
Monitor the use of Eduphoria.	Campus Administration	Walk through Data, <b>Unit Assessment</b> Data, State Assessment Data, Lesson plans	2017/2018 School year	3,8,9	Eduphoria
Increase availability and use of research based educational materials.	Campus Administration	Lesson Plans, Walkthrough Data	2017/2018 School year	1,8,9	Sharon Wells Mentoring Minds
Provide professional development to continue support for instructional strategies in writing.	Campus Administration	Attendance sheets, Attendance certificates	2017/2018 School year	1,2,4	District and Federal Funds, Region 10

Area: Learning Standards

Goal: Kemp Junior High 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, fundamental 5, PLC protocols, rigor and engagement.	Director C&I Coordinator I&T Principals	Attendance sheets, Staff meeting 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
Kemp Junior High will provide a variety of extracurricular activities which meet student's needs and interests	District Staff	Student participation Student Achievement Surveys	2017/2018 School year		District, State and Local Funds
Provide professional development in advanced academics and Gifted/Talented.	Director C&I	Attendance sheets Certificates	2017/2018 School year	4	District, State and Local Funds

Kemp Junior High will provide services which meet the reading academic needs of students who are served in Special Education or Section 504.	District Staff	Student Achievement	2017/2018 School year	1	District, State and Local Funds
At-Risk counselor will identify "at risk" students early to increase their success.	Campus Administration	Graduation rate Student Achievement Student Surveys	2017-2018	1,2,9,10	District, State and Local Funds
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
Revise G/T testing and instruction to create a district plan.	Director C&I	Student Achievement	2017/2018 School year	1,2,10	District, Federal Funds Region 10

Area: Digital Learning

Goal: Kemp Junior High will enhance digital learning experiences.

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	I. Title. One Components	Resources
Students and community will have access to technology resources after regular school hours.	District and Campus Administration	Surveys	2017/2018 School Year	1	District, State and Local Funds
Develop and Provide Innovative Courses which enhance student technology skills	Campus Administration CTE Coordinator	Student Achievement Surveys	2017/2018 School Year	1	District, State and Local Funds
Equip classrooms with the latest presentation technologies.	Campus Administration IT coordinator	Student Achievement Surveys	2017/2018 School Year	1	District, State and Local Funds

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Area: Assessment

Goal: Kemp Junior High 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&I All campus staff	District Assessments	2017/2018 School Year		TEKS Resource STAAR Item Bank Station
Develop AND Increase courses which directly match career opportunities	District Administration Campus Administration CTE	Student Achievement Surveys	2017/2018 School Year	1,2,9	District, State and Local Funds District Personnel
Increase Kemp Junior High college and Career readiness levels as described in TEA TAPR report	Coordinator District Administration Campus Administration CTE	Student Achievement	2017/2018 School Year	1,2,9	District, State and Local Funds District Personnel

Area: Accountability

Goal: Kemp Junior High 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
Kemp Junior High will increase student achievement in all areas.	Campus Administration Campus Staff	Student achievement	2017/2018 School Year	1,2,9	District, State and Local Funds Community Resources
ELL academic performance will increase in Writing, Science, and Social Studies	District Administration Campus Administration Campus Staff	Student achievement	2017/2018 School Year	1,2,9	District, State and Local Funds District Personnel
Kemp Junior High Special Education student performance will increase.	District Administration Campus Administration Campus Staff	Student achievement	2017/2018 School Year	1,2,9	District, State and Local Funds District Personnel
Kemp Junior High will match or exceed State growth in STAAR tested areas	District Administration Campus Administration Campus Staff	Student achievement	2017/2018 School Year	1,2,9	District, State and Local Funds District Personnel

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<p>Kemp Junior High will continue to provide safe student environment with following emphasis:</p> <ul style="list-style-type: none"> <li>- Updated Emergency operation plan</li> <li>- Positive behavior techniques</li> </ul>	<p>Campus Administration Campus Staff Maintenance Staff</p>	<p>District Surveys Staff Responses</p>	<p>2017/2018 School Year</p>	<p>1</p>	<p>District, State and Local Funds District Personnel</p>
<p>Kemp Junior High will continue to increase student attendance through positive reinforcement opportunities</p>	<p>Campus Administration Campus Staff</p>	<p>Student attendance rate</p>	<p>2017/2018 School Year</p>	<p>1</p>	<p>District, State and Local Funds District Personnel</p>

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Area: Transformation

Goal: Kemp Junior High will be a 21<sup>st</sup> century Campus which meeting the needs of all students.

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
Campus 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 Administration 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, students and community in Campus decision making processes. <ul style="list-style-type: none"> <li>- CSO</li> <li>- CAT</li> <li>- PLC</li> <li>- SFG (Student Focus Group)</li> </ul>	Campus Administration Campus Staff	Action Conversational Feedback Surveys	2017/2018 School Year	8	District, State and Local Funds District Personnel



<p>Teacher Retention</p> <ul style="list-style-type: none"> <li>- Support District Mentor Program</li> </ul>	District Administration Campus	Attendance at events	2017/2018 school year	4	District Personnel
<ul style="list-style-type: none"> <li>- support for New hires Designated efforts providing campus</li> </ul>	Administration Human Resources Department	Teacher retention rates			
Assist with Silver jacket breakfast	District Administration	Attendance at event	August 2017	6	District, State and Local Funds District Personnel Community Resources
Provide New Student Enrollment Fair		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"> <li>- Campus Website</li> <li>- Campus Social Media</li> <li>- Local Print Media</li> </ul>	District Administration Campus Administration Campus Staff	District Surveys	2017/2018 School Year	6	District, State and Local Funds District Personnel