

KEMP ISD



# Kemp I.S.D. District Improvement Plan

2017/2018

Phil Edwards  
Superintendent

**Mission Statement:**

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

**MOTTO:**

*PRIDE in Excellence*

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

Sharron Rankin - President

Jerry Gilbert - Vice President

Regina Kiser - Secretary

Rusty Clamon

Scott Crow

Lynda Page

Charissa Roberts

## COMPREHENSIVE NEEDS ASSESSMENT SUMMARY

SCHOOL YEAR: 2017/2018

### Data Sources Reviewed:

- Student achievement data
- Parent Surveys
- Staff Surveys
- T-TESS data
- 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	<ul style="list-style-type: none"> <li>● Overall student performance in Kemp ISD is consistent across demographic subgroups</li> <li>● ELL reading performance increased</li> <li>● District translator services available</li> </ul>	<ul style="list-style-type: none"> <li>● ELL student performance in Reading and Writing</li> <li>● SPED student performance overall</li> </ul>	<ul style="list-style-type: none"> <li>● In-school intervention time designed to enhance student academic performance and real world experiences among identified subgroups</li> <li>● Instructional Programs designed to increase student achievement among subgroups</li> </ul>
Student Achievement	<ul style="list-style-type: none"> <li>● Algebra I EOC scores increased by 6% and first-time testers passed at a rate of 87% which is above state average</li> <li>● 6th grade reading and 8th math scores increased from</li> </ul>	<ul style="list-style-type: none"> <li>● Grade 4 Writing STAAR scores decreased by 11% from 2016 and are well below state average</li> <li>● Scores in 3rd math and reading; 4th math, reading and writing; 6th</li> </ul>	<ul style="list-style-type: none"> <li>● Provide Professional Development in the areas of lesson planning, ESL strategies, SPED strategies, reading, writing, science, social studies, and math.</li> <li>● Provide educational materials</li> </ul>

	<p>2016, and are above state average</p> <ul style="list-style-type: none"> <li>● 8th grade science scores increased by 13% and are well above state average</li> </ul>	<p>grade math; 7th grade reading, writing and math; English I and Biology, decreased from the 2016 scores</p> <ul style="list-style-type: none"> <li>● SPED students performed below the state average in all areas</li> </ul>	<ul style="list-style-type: none"> <li>● Revise the district RTI program and provide professional development</li> <li>● Implement the district writing portfolio plan</li> </ul>
<b>School Culture and Climate</b>	<ul style="list-style-type: none"> <li>● Student enrollment continues to increase</li> <li>● Variety of extracurricular activities provided</li> <li>● Professional development offerings are designed to promote a positive school climate and culture</li> </ul>	<ul style="list-style-type: none"> <li>● Student voice in campus decision-making</li> <li>● Positive recognition for staff performance</li> <li>● Increase positive recognition for student attendance</li> <li>● Improve perception that staff focus on student social/emotional needs</li> </ul>	<ul style="list-style-type: none"> <li>● Increase opportunities for teacher- and student-led involvement in district/campus decision-making</li> <li>● Provide a safe, positive learning environment where all students matter</li> </ul>
<b>Staff Quality/ Professional Development</b>	<ul style="list-style-type: none"> <li>● All staff is certified or permitted for the applicable grade and content area</li> <li>● 65 people attended Revolutionizing Learning from Kemp ISD</li> <li>● Several positions were added to support the education of our students including Director of Instructional Programs, Assistant Principal Elementary, CTE teachers, SPED teacher and</li> </ul>	<ul style="list-style-type: none"> <li>● Teacher turnover rate was decreased from the previous year, but still needs improvement</li> <li>● Teachers do not feel recognized for good attendance as demonstrated on the staff survey</li> </ul>	<ul style="list-style-type: none"> <li>● Increasing high yield professional development opportunities and participation for staff</li> <li>● Provide teacher support programs which are designed to promote staff retention</li> <li>● District to provide staff recognition for good attendance and other achievements</li> </ul>

	<p>Paraprofessional and Classroom Teachers</p> <ul style="list-style-type: none"> <li>● Administration encourages staff to attend Professional Development as demonstrated by the staff survey</li> <li>● Teachers feel they have opportunities to share ideas and materials with peers as demonstrated by the staff survey</li> </ul>		
<b>Staff Quality/ Professional Development</b>	<ul style="list-style-type: none"> <li>● Recruit and retain experienced staff</li> <li>● Professional development planned and implemented that meets identified needs</li> </ul>	<ul style="list-style-type: none"> <li>● Increase the percentage of staff that are accessing relevant professional development</li> <li>● Formal New Teacher Induction Program</li> <li>● Ongoing professional development to target identified topics or areas</li> </ul>	<ul style="list-style-type: none"> <li>● Use surveys and evaluation data to prioritize the types of professional development course offerings and trainings for relevancy</li> <li>● Implement the Lead 4ward New Teacher/Mentor Induction Program</li> </ul>
<b>Curriculum, Instruction, Assessment</b>	<ul style="list-style-type: none"> <li>● Administration demonstrates expertise and knowledge regarding curriculum, educational research, and effective teaching practices as shown by the staff survey</li> <li>● Staff feels they are free to try new ideas and are encouraged to do so as demonstrated by the staff survey</li> </ul>	<ul style="list-style-type: none"> <li>● Professional Learning Communities are not an effective way of sharing ideas as shown by staff surveys</li> <li>● Teacher evaluations do not match student performance on state assessments</li> </ul>	<ul style="list-style-type: none"> <li>● Provide professional development on quality instructional strategies and designing engaging lessons</li> <li>● Professional development needed on effective Professional Learning Communities</li> <li>● Provide a universal screener to measure student growth</li> </ul>

		<ul style="list-style-type: none"> <li>● Teachers need a universal screener to measure student growth</li> </ul>	<ul style="list-style-type: none"> <li>● Provide educational resources</li> <li>● Provide professional development in the use of Eduphoria/Aware and TEKS Resource</li> <li>● Provide professional development on understanding the TEKS</li> </ul>
<b>Family and Community Involvement</b>	<ul style="list-style-type: none"> <li>● Increase in participation and number of community events</li> </ul>	<ul style="list-style-type: none"> <li>● School Parent Communication that focuses on student achievement</li> </ul>	<ul style="list-style-type: none"> <li>● Increase professional development opportunities for improved communications with student families</li> <li>● Increased opportunities for family engagement that specifically deal with student academic issues</li> </ul>
<b>School Context and Organization</b>	<ul style="list-style-type: none"> <li>● Increase in additional teaching positions designed to reduce class size and maximize student learning opportunities</li> <li>● Increase in CTE opportunities that demonstrate meaningful student achievement</li> </ul>	<ul style="list-style-type: none"> <li>● Improve systems and processes to support student learning</li> </ul>	<ul style="list-style-type: none"> <li>● Increase funds which support student achievement and experiences</li> </ul>
<b>Technology</b>	<ul style="list-style-type: none"> <li>● Increased staff knowledge, opportunity and participation in integrating technology in the classroom</li> <li>● Six Chromebook carts were added to the HS, five Chromebook carts were added to the JH and three</li> </ul>	<ul style="list-style-type: none"> <li>● Continued growth in student-led technology initiatives</li> <li>● Increase student technology skills</li> <li>● Use technology to engage students in learning</li> </ul>	<ul style="list-style-type: none"> <li>● Increase opportunities for technology integration which positively affects student achievement</li> <li>● Google professional development for all teachers and students at the HS, JH and Intermediate</li> </ul>

	<p>Chromebook carts were added to the Intermediate for use with students</p> <ul style="list-style-type: none"><li>• All teachers were issued a Chromebook</li></ul>		
--	--	--	--

Area: Learning Standards

Goal: Kemp ISD 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.	Principals, Department Chair, Director C&A	State Assessment, District Benchmark, Grading Cycle Assessment, 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 Head Start Grant.	Director IP, Primary Staff	Student Achievement	2016- 2020 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, State Assessment, 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 grades 2-5 with professional	District Administration, Primary Staff,	Student Achievement,	2017-2018 School Year	1,2,3	District, State and Local Funds,



development for teachers.	Intermediate Staff	Unit and District Assessments, MAP Testing			Sharon Wells Math Curriculum
Review and revise RTI program K-12.	Director IP, RTI Committees, RTI Teachers	Number of students served in the RTI process, Meeting agendas	2017-2018 School Year	1,2,9	District, State and Local Funds, iStation, Learning A to Z, IXL, Lexia, MAP
Purchase screening, diagnosis and progress monitoring programs for the RTI process.	Director IP, RTI Committees, RTI Teachers	Screening and diagnosis results	2017-2018 School Year	1,2,9	District, State and Local Funds, iStation, Learning A to Z, IXL, Lexia, MAP
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	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 and 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 ISD 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 implemented and designed in to increase student skills and provide gateways to career readiness	District 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, 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
Kemp ISD 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 & Gifted/Talented.	Director C&A	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
Kemp ISD will 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	Student Achievement	2017-2018 School Year	1	District, State and Local Funds, Unique Learning, STAR Autism, Stevenson Program
Add Advance Placement classes in Art, Music and Spanish and monitor their implementation.	Director C&A, Campus Administration	AP exams, Enrollment numbers	2017-2018 School Year	1	College Board, 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 the district G/T plan.	Director IP	Student Achievement	2017-2018 School Year	1,2,10	District, Federal Funds, Region 10
Increase the number of Dual Credit Courses offered and support their implementation.	Director C&A, CTE Coordinator Campus Administration	Student Achievement	2017-2018 School Year	1	District, Federal Funds, Region 10, TVCC, Texas A&M Commerce

Area: Digital Learning

Goal: KISD 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: KISD 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		TEKS Resource STAAR Item Bank, iStation, Mentoring Minds, Kamico
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
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 Kemp ISD college and Career readiness levels as described in TEA TAPR report	District and Campus Administration, CTE Coordinator	Student Achievement	2017-2018 School Year	1,2,9	District, State and Local Funds, District Personnel
Provide JH and HS students, teachers and counselors of those students, and parents of JH and HS students information pertaining to:	District and Campus Administration, JH and HS Counselors,	Student admission into postsecondary programs	2017-2018 School Year	1,2,9	District, State and Local Funds, District Personnel

<ul style="list-style-type: none"> <li>- Higher education admissions, financial aid opportunities and postsecondary informational resources</li> <li>- TEXAS grant program and the Teach for Texas grant program</li> <li>- Need for making informed curriculum choices for postsecondary success</li> </ul>	JH and HS Teachers				
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
Kemp ISD will increase participation and student achievement results on SAT, ACT, and their pre-tests	Campus Administration	Student Participation, Student achievement	2017-2018 School Year	1,2	District, State and Local Funds, Odysseyware

Area: Accountability

Goal: Kemp ISD 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 ISD will 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, exia, 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
Kemp ISD 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, Unique Learning, Stevenson, 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
<p>Kemp ISD will continue to provide a safe student environment with the following emphasis:</p> <ul style="list-style-type: none"> <li>- Playground equipment updated and safe ground covering</li> <li>- Installation and monitoring of security cameras in the Int. Gym and the Int. drop-off and pick-up zones</li> <li>- Providing equipment designed to enhance student safety</li> <li>- Updated Emergency operation plan</li> <li>- Positive behavior techniques</li> <li>- Installation of AC in the KESC gym and flooring replacement in the KESC locker room</li> <li>- Updated processes and facilities for Kemp Academy/DAEP</li> </ul>	<p>District Administration, Campus Administration, Campus Staff, Maintenance Staff</p>	<p>District Surveys Staff Responses, Safety Audit Recommendations</p>	2017-2018 School Year	1	<p>District, State and Local Funds, District Personnel, Region 10 Education Service Center</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
Kemp ISD will 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
Kemp ISD will increase student attendance through positive reinforcement opportunities	District and Campus Administration, Campus Staff	Student attendance rate	2017-2018 School Year	1	District, State and Local Funds, District Personnel
Kemp ISD will increase fund balance from FY 2018	District Administration	2018 fund balance	2017-2018 School Year		District Personnel
Kemp ISD will complete additional facilities designed to enhance safety and participation numbers in athletics	District Administration	Completion of building project	2017-2018 School Year	1	District, State and Local Funds, District Personnel
Kemp ISD graduation rate will maintain or increase from 95%	Campus Administration,	Graduation Rate	2017-2018 School Year	1,2,9	District, State and Local Funds District Personnel

	At-Risk Counselor, Kemp Academy Principal, Campus Staff				
Kemp ISD will increase college scholarship opportunities for graduating seniors	Campus Administration, School Counselors, Campus Staff	Scholarship Money awarded	2017-2018 School Year	1,2,9	District Personnel
Continue established financial bidding procedures which enhance monitoring of expenditures	District Administration	District budget for FY18	2017-2018 School Year		District Personnel

Area: Transformation

Goal: Kemp ISD 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 the Fall Festival and the Wildflower Festival	District Administration	District Surveys	Fall 2017 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 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 in District decision making processes. <ul style="list-style-type: none"> <li>- District EIC</li> <li>- District Leadership Team</li> <li>- Leadership on campus site-based committees</li> <li>- Bi- Yearly lunches with the Superintendent</li> </ul>	District Administration, 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>	District Administration, Campus Administration, HR Department	Attendance at events, Teacher retention rates	2017-2018 School Year	4	District Personnel, T-TESS Evaluation System
Host the Silver jacket breakfast	District Administration	Attendance at event	August 2017	6	District, State and Local Funds, District Personnel, Community Resources
Provide free Senior Citizen Passes valid at all Kemp ISD events	District Administration	Number of cards distributed	August 2017	6	District, State and Local Funds
Host a New Student Enrollment Fair	Campus Administration, Campus Staff	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>- District Website</li> <li>- District Social Media</li> <li>- Local Print Media</li> <li>- Partnership with local businesses</li> </ul>	District Administration, Campus Administration, Campus Staff	District Surveys	2017-2018 School Year	6	District, State and Local Funds, District Personnel