



**2009-2010**

**Campus Improvement Plan**

**EANES INDEPENDENT SCHOOL DISTRICT**

**SCHOOL**

## **2009 - 2010 Campus Improvement Plan**

**Hill Country Middle School**

**Campus Leadership Team:**

**Principal: Kathleen Sullivan**

**Teacher/Staff:**

**Jan Haas  
Patty Gray  
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Sarah Cervantes  
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Jerri LaMirand**

Eanes Independent School District

# Campus Improvement Plan

2009-2010

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**Mission Statement:** The Eanes community is vitally committed to educational excellence by engaging every student in rigorous academic experiences and enriching opportunities.

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## Objectives

- ◆ Each student will be prepared for college and career by completing a personally challenging academic program.
  - ◆ Each student will be an involved contributing member of the community, respecting others and self, and making healthy responsible decisions.
  - ◆ Each student will be prepared to accomplish evolving life-long goals.
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## District Long-Range Strategies

*Strategy I: We will ensure engaging and enriching instruction and experiences for each student.*

*Strategy II: We will create and implement a model for building expertise in instructional and support staff.*

*Strategy III: We will unify the Eanes community to mobilize resources that support excellence for the greater good of the entire district.*

*Strategy IV: We will efficiently utilize basic funds while aggressively pursuing creative supplemental revenue sources.*

*Strategy V: We will establish systems to proactively lead the Eanes community in the accomplishment of our mission..*

**Eanes Independent School District  
Hill Country Middle School  
Campus Improvement Plan  
2009-2010  
Alignment Sheet**

**EISD District Goals – Identified by Board of Trustees**

Eanes ISD will have:

- I. More students achieving higher levels of performance than the previous year as measured by multiple indicators
- II. Learning opportunities that prepare students for the future and inspire them to realize their highest personal and educational potential
- III. A safe learning environment
- IV. Exemplary employees who are actively committed to improving their practice
- V. An effective and efficient allocation of resources to meet the district's prioritized needs
- VI. The engagement of the community in meaningful ways

**Campus Goals – Identified by Campus Leadership Teams**

1. Student Achievement – Increase percentages of all students in TAKS commendable range by 4% for all students in groups by grade level.
2. Safe Learning Environment – Implement a variety of techniques on campus that teach respect, address bullying prevention , discipline management strategies, conflict resolution, and focus on drug prevention.
3. Team-Work and Communication – Focus on teachers, students, parents and school support.
4. Curriculum Alignment – Complete Vertical Alignment of EISD Curriculum with a English focus.

5. Student Engagement – Implement a variety of instructional strategies to promote engagement.
  - a. Implement 21<sup>st</sup> Century Curriculum.
  - b. Implement Clubs for all students.
  - c. Implement A Legacy of Giving
  
6. Vision – Implement a Middle School Study to determine how Hill Country can become a World Class Middle School.

Key: DG = District Goal    IG = Instructional Goal    CG = Campus Goal

**Eanes Independent School District**  
**Hill Country Middle School**  
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**2009-2010**  
**Narrative Sheet**

**I. Goal Statement: Student Achievement - Increase percentages of all students in TAKS commendable range by 4% for all students in groups by grade level.**

Rationale:

Strategies for improving campus student performance on the academic excellence indicators and other comprehensive measures of performance are inherent to fulfilling our annual campus improvement plan. The reason for increasing percentages of all students by grade level in TAKS commendable range is to demonstrate high levels of proficiency in TAKS objectives as measured by the TAKS test in all applicable content areas for 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> graders.

The goal will be achieved by implementing relevant strategies through classroom teaching, Power Learning Classes through the Cougar Lab, and/or before and after school tutorials, (TAKS remediation), and intervention by counselors, assistant principals, and classroom teachers during grade-level and team meetings, ARDs, and Student Assistant Program meetings.

The level of success will be measured by comparing 2010 scores with 2009 scores of 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> grade students in order to determine degree of improvement with the target goal of 4% for all students in groups by grade level.

**II. Goal Statement: Safe Learning Environment - Implement a variety of techniques on campus that teach respect and address bullying prevention, discipline management strategies, conflict resolution, and focus on drug prevention.**

Rationale:

This is an ongoing annual goal for our campus. The reason for school safety training, violence prevention activities, and positive discipline management is to help our students, teachers, and parents feel safe at school. The action steps in this goal will provide support and training that increases tolerances for differences, and decreases bullying and intimidation of others on campus. We plan to implement a drug prevention program with our Student Support Counselor. There will be classroom guidance, teacher education, and parent education components. Additionally, there will be supports in place for students families in crisis. The school should remain a safe, drug-free, positive learning climate for all. The successful outcome of this goal should enhance self-sufficient, resilient students in which each child can make healthy lifestyle choices for the future.

**III. Goal Statement: Teamwork and Communication – Teacher, student, parent and school support systems.**

Rationale:

This goal is an ongoing yearly goal for HCMS. Parental involvement, teamwork, and communication is essential to successful school improvement and student growth. The goal will be achieved through reviewing, monitoring, and improving our teamwork among all staff, parents, and community members. There will be an increased focus on academic teaming campus wide, which will improve instruction as well. Team meetings will occur at least three times a week, meeting minutes will be kept and student social and intellectual well being will be addressed. Additionally, teams will set and monitor goals, with an emphasis on curriculum connections among teams.

We will analyze and implement effective communication strategies that enhance support for our students and school. We will provide additional support through Reading Improvement and TAKS Remediation classes, extra tutoring, parenting classes, parent/school contracts, and additional financial support or resources for the students and families involved. Successful outcomes of these action steps should result in improved achievement and success for our students. Teacher support for students in need will be provided through the SAP process and RTI.

This year we will have a parent community forum as an additional parent resource.

We will use our electronic sources such as a list serve and our upgraded web-page to enhance communication.

**IV. Goal Statement: Curriculum Alignment – Complete vertical alignment of EISD curriculum.**

Rationale:

The reason for vertical curricular alignment is to increase the quality of instruction in a particular subject at all grade levels by improving communication among teachers. Vertical alignment in core subject areas includes a planned program of teaching skills and concepts over several years and is best achieved by the vertical cooperation of teachers working together to coordinate their teaching efforts.

To successfully implement this goal, educators from different grade levels in a given discipline must work cooperatively to develop and implement a vertically aligned program. Administrators, continual professional development and outside resources will be employed to foster this process, which will include regularly attended meetings and planning sessions. This year we plan to work with teachers at West Ridge during staff development days on curriculum alignment.

An intended outcome of a successful vertical team is the development of a continuum for skill building from one grade level to the next. Team and Department communication leads to a greater understanding of what has been taught in the preceding years. The vertically aligned curriculum helps teachers organize strategies and reduce repetition and allows teacher to encourage students to apply past instruction to new and more challenging material. Ultimately, vertically aligned curriculum creates cohesiveness within the teaching community.

**V. Goal Statement: Engagement – Provide lessons and activities aimed at engaging students.**

Rationale:

The key to successful learning is when teachers get students engaged in meaningful instruction with a focus on 21<sup>st</sup> Century Skills. This year we will continue our focus on creating engaging and rigorous lessons. Administrators will be focusing on student engagement and 21<sup>st</sup> Century Skills as they conduct walk-throughs and observations.

We will focus specifically on rigor, relevance and relationships at Hill Country Middle School. We plan to raise expectations for every student, and we will continue to challenge our teachers and students to integrate technology into the classroom. To make things relevant, we plan to increase hands-on learning opportunities through the use of SmartBoards in science and math classes, and real world applications of our curricula through service learning in our community. This year we are particularly excited to incorporate A Legacy of Giving, a nonprofit organization that teaches students about philanthropy through hands-on and community project activities.

Middle school can be a difficult time socially and emotionally; but, we plan to address this by helping students learn and apply appropriate social skills in order to form and maintain relationships. Our hope is that we will produce students who are prepared to succeed in our rapidly changing world. We will provide chances for students to be engaged socially and emotionally. We will also provide opportunities for middle schoolers to feel like they belong. This year we will be implementing clubs for all students, and we will involve students in school spirit through a variety of activities.

**VI. Goal Statement: Vision – Implement a middle school study to determine how Hill Country can become a world class middle school.**

Rational:

This year Hill Country will begin studying our current practice in comparison with the middle school philosophy. A vision committee has been formed including teachers from all grade levels and subject areas. The teachers feel very strongly that supporting students socially, emotionally, and academically is critical at this age. We plan to consult research, visit schools, and attend the National Middle School Conference.

**Eanes Independent School District  
Hill Country Middle School  
Campus Improvement Plan  
2009-2010  
Summary Sheet**

**Campus Mission: Hill Country Middle School is a positive, safe community dedicated to the growth of intellectual curiosity, acceptance of differences, and promotion of social responsibility. Both cooperative learning and independent study develop skills that encourage lifelong, enthusiastic learners.**

Goal 1: Student Achievement – Increase percentages of all students in TAKS commendable range by 4% for all students in groups by grade level.

Objective 1: Demonstrate high levels of proficiency in TAKS objectives through content area presentations and student assessments.

Goal 2: Safe Learning Environment - Implement a variety of techniques on campus that teach respect and address bullying prevention, discipline management strategies, and conflict resolution.

Objective 1: Provide campus support and training that increases tolerance and decreases disrespectful treatment toward others.

Objective 2: Implement drug and alcohol prevention measures.

Goal 3: Teamwork and Communication – Teacher, student, parent, & school support.

Objective 1: Implement effective interdisciplinary teams.

Objective 2: Implement an effective communication plan.

Goal 4: Curriculum Alignment – Complete vertical alignment of EISD curriculum.

Objective 1: Create more sequential scope and sequence of curriculum for content offered in 6<sup>th</sup> – 8<sup>th</sup> grades.

Objective 2: Redesign our Science curriculum so it is aligned with the TEKS.

Objective 3: Redesign our English curriculum so it is aligned with the TEKS.

Goal 5: Engagement - Provide lessons and activities aimed at engaging students.

Objective 1: Provide ongoing staff training in 21<sup>st</sup> Century Skills.

Objective 2: Provide students appropriate social opportunities to engage them in school life at Hill Country Middle School.

Goal 6: Visioning

Objective 1: Conduct middle school studies.

Goal Statement 1: Increase percentages of all students in TAKS commendable range by 4% for all students in groups by grade level.

Objective 1: Demonstrate high levels of proficiency as reflected in TAKS.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Provide tutorial classes for all students who failed TAKS after analyzing specific objectives by content area	Admin Special Ed Faculty Counselors SAP Team	Appropriate staffing, scheduling, and materials Staff development training	TEA EISD HCMS Power Learning	Summer 2009-Oct. 2009	Eduphoria & Skyward training & data records Lesson plans Indiv. & team plans
Facilitate campus planning for identifying instructional targets and provide commensurate lessons which enhance higher order thinking skills on all TAKS objectives	Faculty Teams Departments	Appropriate staffing, scheduling, and materials Staff development training	TEA EISD HCMS B. Keith J. LaMirand	Aug. 2009-April 2010	Skyward training & data records Curriculum maps for TAKS, Lesson plans Indiv. & team plans
Provide preparation time, training and services for special population who take TAKS: eg. Sp Ed, 504, ESL	Admin Special Ed Title I 504 ESL B. Keith D. Jackson	Special Ed tutorials & supplementary materials from 504, ESL, etc.	Special Ed 504 ESL Faculty	Sept. 2009-April 2010	Skyward training & data records Curriculum maps for TAKS, Lesson plans Indiv. & team plans
Provide Power Learning classes for students who did not pass TAKS	M. Blair M. Myers	Appropriate staffing, scheduling and materials	EISD HCMS	2009-2010	Benchmark tests TAKS results
Look at disaggregated TAKS data and concentrate on improving objectives that were close to the commended range	Classroom Teacher Cheryl Scullin Shelly Jones	TAKS Side by Side Data AIMS Web!	HCMS Eduphoria A. Boothe B. Keith J. LaMirand	2009-2010	Classroom Tests

Goal Statement 2: Ensure a safe learning environment to address school safety issues, discipline management & conflict resolution.

Objective 1: Provide campus support and training that increases teaching respect for others and bullying prevention.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Review, implement, and evaluate Crisis & Safety Plans	Admin. Counselors	SDFSC Funding & Planning Time	Title IV	2009-2010	CIP review, Resiliency & Assets Training Plans, Counseling Group Schedules character education all year
Address all students through individual, group, and classroom counseling in bullying prevention, responsible behavior, decision-making, communication, and esteem-building	Counseling Staff Admin. Teachers & Staff	SDFSC Funding & Planning Time	Title IV	2009-2010	CIP review, Resiliency & Assets Training Plans, Counseling Group Schedules character education all year
Use results from 08-09 bully survey to target locations where bullying is likely to occur.	K. Dunn F. Grimmatt	Time	HCMS	2009-2010	Counselor and AP documentation
Research bully prevention programs	K. Dunn	Time	HCMS	2009-2010	K. Dunn presentation
Continue staff training of drug awareness and prevention strategies eg. mentoring at-risk students	K. Dunn	Planning Time	Title IV Drug & Alcohol Prevention Grant	2009-2010	Student Support Counselors

Goal Statement 3: Teamwork and Communication – Teacher, student, parent, and school support.

Objective 1: Implement effective interdisciplinary teams.

Objective 2: Implement an effective communication plan.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Implement communication processes through: <ol style="list-style-type: none"> <li>School Booster Club, teacher websites</li> <li>List-serve electronic newsletters and e-mails</li> <li>Voice mail</li> <li>Parent coffees, orientations and book studies</li> </ol>	K. Sullivan R. Goodman Booster Club Counseling Dept. Faculty	<ul style="list-style-type: none"> <li>Website and electronic news support</li> <li>School-center &amp; Skyward Training</li> <li>Parent support groups</li> </ul>	HCMS EISD	2009-2010	Faculty, office, & Booster Club training Website & list-serve Archives & newsletters
Hold a parent forum to educate parents about their teens	M. Kounnas K. Sullivan	Money Speakers Time	Cougar Club HCMS	Sept. 2009	411 Documents 411 Parent Survey
Conduct <u>FISH</u> training	K. Sullivan	Time Money	HCMS	Aug. 17, 2009	Team Goals developed
Implement <u>FISH</u> philosophy	K. Sullivan HCMS Staff	Time	HCMS	Aug. 2009- June 2010	Monthly FISH awards Team Foundations with FISH* Connections (Appendix A)
Teams create/implement Foundation Document	Teams	Time to meet and plan	EISD	Aug. 28, 2009 Ongoing	Team Foundation Document* Team notebooks

Implement a team survey	K. Sullivan	Survey	R. Thompson	May 2010	Survey results Goals set for 2010- 2011
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\* A copy of this document can be found in The Appendix.

Goal Statement 4: Complete Vertical Curricular Alignment of EISD Curriculum.

Objective 1: Create sequential curriculum for content area instruction.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Teachers to participate in Instructional Coaching planning	K. Sullivan C. Scullin S. Jones	Money	C & I	Aug. 20, 2009	Meeting agendas
Departmental Vertical Alignment planning time	K. Sullivan K. Waggoner J. LaMirand S. Jones C. Scullin	Money Time	HCMS WRMS	Aug. 20, 2009	Meeting documentation
Continued review of vertical alignment of Science, Social Studies, and Language Arts curriculum in teams at campus and district levels	S. Jones C. Scullin Admin Dept Chairs Departments Beth Keith	Time for planning and substitute pay	HCMS EISD	2009-2010	Curriculum maps, vertical team meeting agendas and minutes Lesson Plans, & T. Observers
Offer continued staff development on aligned TEKS, TAKS & Pre-AP Curriculum and Instruction	C & I Admin Counseling	Pre-AP training funding and substitute pay TEKS/TAKS team content updates	EISD HCMS Reg. XIII	2009-2010	Staff development and faculty meeting agendas, records, & minutes

Objective 2: Redesign our Science curriculum so it is aligned with the TEKS.

<b>Action Steps</b>	<b>Persons Responsible</b>	<b>Resources Needed</b>	<b>Source</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
Meet with West Ridge Department Chair for 8 <sup>th</sup> grade curriculum planning	T. White S. Amaro D. Kozelsky	Subs Time	HCMS	Mar. 2009- Ongoing	8 <sup>th</sup> grade curriculum notebook shared
8 <sup>th</sup> Grade revamps curriculum and adds Pre-AP	S. Amaro D. Kozelsky	Subs Time	HCMS	Aug. 2009- May 2010	Previous science curriculum revised
Determine skills to focus on to improve TAKS scores	C. HCMS Science teachers	Time TAKS data	Eanes	Oct. 2009	Plan created

Objective 3: Redesign our English curriculum so it is aligned with the TEKS.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Plan by grade level about how to incorporate new TEKS into curriculum	B. Keith English Teachers	Time Subs Money	HCMS	Spring 2009- May 2010	Lesson plans
Get trained in new TEKS	B. Keith District ELA team	Time Materials	C & I	Aug. 20, 2009	Sign in log Plans developed with West Ridge
Implement new TEKS	HCMS ELA teachers	Time	HCMS	Aug. 24, 2009- May 2010	Teacher plans

Goal Statement 5: Implement a variety of instructional strategies to promote engagement.

Objective 1: Implement 21<sup>st</sup> Century Curriculum.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Continue to increase global connections	K. Sullivan R. Goodman	Time People to connect with	HCMS Eanes Community	2009-2010	Lessons that employ connections
Implement Instructional Coaches	C & I S. Jones C. Scullin	Time Training	HCMS C & I	Aug. 20, 2009 – May,2010	Instructional Coaches' log
Teachers observe others looking for 21 <sup>st</sup> Century instruction	HCMS Teachers	Time Observation Grid  (Appendix B)	HCMS	Oct. 2009- April 2010	Teachers' completed grids turned in at summatives
Each team will implement a video conference	Teams	Time	HCMS	2009-2010	Taped video conference
Implement Smart Boards in Science and Math classrooms	C & I S. Jones P. Murray R. Goodman	Time Money Training	EISD	Spring 2009 – May 2010	Teacher lesson plans Walk throughs Observations  (Appendix B)

Objective 2: Provide students appropriate social opportunities to engage them in school life at Hill Country Middle School.  
 \* Implement clubs at Hill Country.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Create club brochure	L. Embrey	Time	HCMS	Sept. 8, 2009	Club list established Club catalogue compiled
Enroll students in Clubs	HCMS teachers	Time Club catalogue HCTV announcement	HCMS	Oct. 2009	Students enrolled in Clubs
Students attend Clubs	HCMS staff	Money HCMS staff	Cougar Club	Oct. 2009- Ongoing	Clubs occur

Objective 3: Implement A Legacy of Giving. A service learning opportunity.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Investigate service learning opportunities	K. Sullivan CLT	Time	Curriculum Dept	Spring 2009	CLT minutes
Partner with Legacy of Giving for school year 2009-2010	K. Sullivan Linda Brucker	Money	HCMS budget Legacy of Giving investors	Spring 2009	Contract and payment
Train teachers in Legacy of Giving curriculum	Trainer from Legacy of Giving, select HCMS teachers	Time Subs	Legacy of Giving	May 21, 2009	Training record
Plan for 2009 Implementation	Linda Brucker Legacy Consultant S. Campbell K. Sullivan C. Scullin S. Jones L. Haneman	Time Subs	HCMS	Sept. 10, 2009- Ongoing	Curriculum document
Implement Legacy of Giving	L. Haneman S. Campbell S. Jones	Time Curriculum		Sept. 2009- May, 2010	Curriculum Data collected