

**Huffman Independent School District**  
**Huffman Middle School**  
**2017-2018 Campus Improvement Plan**

# Table of Contents

Comprehensive Needs Assessment .....	3
Demographics .....	3
Student Academic Achievement .....	4
Comprehensive Needs Assessment Data Documentation .....	5
Goals .....	7
Goal 1: Huffman Middle school will encourage an active student body and parent involvement as a means to increase academic achievement, foster the development of each individual student's unique talents, and increase school and community pride. ....	7
Goal 2: Huffman Middle School will facilitate a safe and secure environment to foster student centered learning with an emphasis on health and safety. ....	14
Goal 3: Huffman Middle School will ensure that positive, caring, and appropriate relationships will be developed and maintained between faculty, students, and parents. ....	20
Goal 4: Huffman Middle School will continue to develop and implement instructional methodologies that allow students to utilize cutting edge technology in order to supplement the educational curriculum for the purpose of increasing student engagement and ensuring that students are prepared for the modern world. ....	21
Goal 5: Huffman Middle School will develop students who understand individual accountability and responsibility as it relates to their character and service of others within the community. ....	23
Goal 6: Huffman Middle School will strive to provide educational excellence with quality instruction as it relates to college readiness and career connections. ....	26
System Safeguard Strategies .....	37

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Teachers by Ethnicity: African American 6.2%, Hispanic 6.2%, White 85.5%, Pacific Islander 2.1%.

22.5% Male teachers and 77.5% Female teachers.

Students by Ethnicity: African American 2.6%, Hispanic 22.2%, White 73.1%, American Indian .1%, Asian .3%, Two or more races 1.6%.

## **Student Academic Achievement**

### **Student Academic Achievement Summary**

As a Campus 72% of our students met the approaches level on all STAAR Exams. On the Reading Exam 73% met the standard. On the Mathematics Exam 74% met the Expectation. On the Writing Exam 63% of our students met the Expectation. On the Science Exam 76% of our students met the expectation. On the Social Studies Exam 65% of the students met the expectation.

Within the Hispanic Population, 67% of our students met the expectation on all tests. In Reading 70% met the expectation. In Math 69% met the expectation. In Writing 60% met the expectation. In Science 73% met the expectation. In Social Studies 53% met the expectation.

Within the Economic Disadvantaged population, 59% met the expectation on all tests. In Reading 60% met the expectation. In Mathematics 60% met the expectation. In writing 48% met the expectation, In Science 64% met the expectation. In Social Studies 54% met the expectation.

Within the SPED population, 25% met the standard on all tests. In Reading, 25% met the standard. In Math, 29% met the standard. In Science, 33% met the standard.

The data also indicates that we need to increase the number of students that are performing at the advanced level and continue to work towards improving the SPED and Economically Disadvantage test scores.

### **Student Academic Achievement Strengths**

Student Progress Measure

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Progress of prior year STAAR failures
- STAAR Released Test Questions
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Compass Learning accelerated reading assessment data for Grades 6-8 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

### **Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Class size averages by grade and subject

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Highly qualified staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- PDAS and/or T-TESS

### **Parent/Community Data**

- Parent Involvement Rate
- Community surveys and/or other feedback

### **Support Systems and Other Data**

- Budgets/entitlements and expenditures data
- Study of best practices










# Goals

**Goal 1: Huffman Middle school will encourage an active student body and parent involvement as a means to increase academic achievement, foster the development of each individual student's unique talents, and increase school and community pride.**

**Performance Objective 1:** Huffman Middle School will offer multiple course electives to provide opportunities for all students to become actively involved in various campus activities that have the potential to develop individual skills and talents. These activities should also help to develop school pride, teach the essentials of teamwork, and increase community and parental involvement.

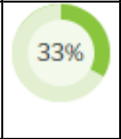

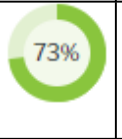

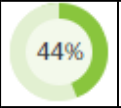

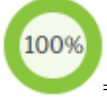



**Evaluation Data Source(s) 1:** These courses will be evaluated through participation levels, authentic performances and shows that display individual talents as well as group accomplishments.

## Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Art I & II will be a course elective for those students who seek to develop skills in drawing, painting, mixed media, graphic design, and sculpture. Students will also be exposed to Art History while working with these mediums.	Campus Administration and Fine Arts Director	Enrollment and class participation, authentic art productions				
2) Competitive Athletics is an elective course that will allow students who have an interest in sports to develop their athletic skills and abilities through competition. All of the sports and events will be governed by the UIL	Campus Administration and Athletic Director	Enrollment and participation levels, and authentic performances within athletic competitions.				
3) Band is a music class that will be offered to those students who wish to learn the instrumental fundamentals of music. Students will learn how to read music, and play band instruments. Students can begin taking Band in the 6th grade and those that are interested may continue to advance their skills in 7th and 8th grade. Band students will be afforded the opportunity to perform at local shows and participate in contest governed by UIL.	Campus Administration and Fine Arts Director	Class Enrollment, authentic performances, and UIL competitions				

4) Choir I & II will be offered as a class elective to provide students with a performance based musical experience. Students will learn how to read music, and develop various vocal techniques as they relate to singing. Students may continue to advance their skills in Choir II.	Campus Administration	Class Enrollment, authentic performances, and UIL competitions				
5) Dance I & II is a course elective for those students interested in learning the basic fundamentals of dance, including various individual techniques and choreography. Dance II will provide an opportunity for those students who wish to continue to explore and develop techniques at an advance level.	Campus Administration	Enrollment and Authentic Performances				
6) Theatre Arts - This course introduces students to dramatic skills and techniques, and theatrical terms and directions. Basic areas explored include pantomime, puppetry, improvisation, and role playing or acting. This course is also a prerequisite to Theatre Production.	Campus Administration and Fine Arts Director	Class Enrollment and Authentic Performances				
7) Theatre Production - This course is a continuation of skills and dramatic study for those students who displayed an interest and talent in the prerequisite class. Students that enroll in this class are required to participate in class productions and UIL contest that relate to theatre or drama.	Campus Administration and Fine Arts Director	Class Enrollment and Authentic Performances				
8) Cheerleading is a class that develops the fundamental skills of cheer, such as dance, tumbling, and group stunts. Those interested in this class must tryout and demonstrate ability as it relates to the skills of cheerleading. The class will also focus on leadership, citizenship, and the development of school spirit.	Campus Administration	Class enrollment, and participation rates.				
9) All 8th grade Students will take Health and Speech. These courses will allow students to explore themselves as individuals, our campus and community in various aspects. Students will have the opportunity to learn about social issues and problem solving through research, writing, and debate, while becoming more informed about the world in which they live.	Campus Admin	Student Participation and evidence of student learning through class projects.				
10) HMS Yearbook Class - This course will provide practical, computer and technical skills in regards publication and layout design, while focusing on aspects of journalism such as interviewing techniques, reporting and writing skills	Yearbook Sponsor	Publication of Yearbook				


















11) Journalism/Newspaper - This course will challenge students to taking their writing skills to the next level in an effort to ensure that the student body is well tuned with our campus, community, and society as a whole.	Journalism Teacher	Publication of School Newspaper				
12) Broadcasting - This course will encourage students to utilize various skills in order to produce informative, engaging, and purposeful campus broadcasts.	Broadcast Teacher	Publication of Student Produced FNN Videos				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						







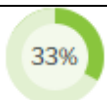
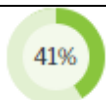
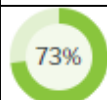
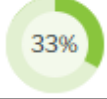

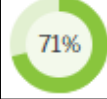


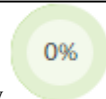

**Goal 1:** Huffman Middle school will encourage an active student body and parent involvement as a means to increase academic achievement, foster the development of each individual student's unique talents, and increase school and community pride.

**Performance Objective 2:** Huffman Middle School will provide opportunities for students to organize clubs so students can meet and pursue similar interests, develop social skills, and create opportunities that have the potential to positively impact student life.

**Evaluation Data Source(s) 2:** Participation levels

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Christian Student Union - This is an organization that allows students to meet in Christian fellowship and support each other in their Christian faith.	Club Sponsor	Participation levels				
2) Art Club - is an organization for those students that are interested in various Art mediums. The club provides information to members about possible outside Art activities and events and provides a support group for young aspiring Artist.	Club Sponsor	Participation Levels				
3) Student Council - This is a student government organization in which students are elected as student body representatives to provide leadership and act as a voice for the students in regards to school events and student needs. Students will learn basic procedures of government.	Club Sponsor	Meeting Agendas and Minutes				
4) National Junior Honor Society - NJHS is an organization established to recognize outstanding high school and middle school level students. More than just an honor roll, NJHS serves to honor those students who have demonstrated excellence in the areas of Scholarship, Leadership, Service, Character and Citizenship.	Club Sponsor and Campus Administration	Awards Ceremonies and Service Records				
5) Huffman Middle School Agriculture Students will have the opportunity to be introduced and have entry level participation with the Huffman FFA Chapter.	Campus Administration and Agriculture Program Teacher	Active participation in scheduled FFA meetings and activities				

6) Huffman Middle School Chess Club will develop student fellowship and develop critical thinking skills by introducing students to Chess. Students will learn the rules, strategies, and actively participate in tournaments, including UIL.	Club Sponsor	Participation Rates				
7) HMS Recycle Club - This club will provide students the opportunity to display leadership qualities as it relates to responsible citizenship and green living. All Paper products utilized in the school will be recycled and students in this club will be responsible for this process.	Club Sponsor	Evidence of paper recycling				
8) HMS Book Club - HMS will encourage reading by hosting a book club during lunchtime in the library.	Librarian	Student participation				
9) HMS Robotics Club - HMS students will have the opportunity to participate in the robotics club. The club will participate in local competitions.	Club Sponsor	Student participation and competition participation				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

**Goal 1:** Huffman Middle school will encourage an active student body and parent involvement as a means to increase academic achievement, foster the development of each individual student's unique talents, and increase school and community pride.

**Performance Objective 3:** Huffman Middle School will utilize various methods, strategies, and forms of media to communicate with parents in an effort to increase parental involvement.

**Evaluation Data Source(s) 3:** Communications Records and Attendance logs that reflect parental involvement.

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Huffman Middle School will utilize the campus web page to advertise upcoming events and celebrate student accomplishments.	Campus Administration and Principal Secretary	Weekly updates on Campus Web Site				
2) Huffman Middle School will utilize parent portal gradebook access to provide parents the most current information in regards to student achievement as it relates to attendance and grades.	Campus Administration and Technology Department	Participation Rates				
3) Huffman Middle School students will receive a progress report every 3 weeks and a report card at the end of each 9 week grading period to communicate student progress as it relates to their individual schedule.	Campus Administration	Reporting Records				
4) Huffman Middle school will host an Open House each school year. Parental involvement will be encouraged at these events by displaying authentic student projects and/or performances of various student groups.	Campus Administration	Parental and Student Attendance				
5) Huffman Middle School will utilize the School Messenger phone/email system to inform parents of important events or dates.	Campus of Administration	School Messenger Reports				
6) Huffman middle school administrators and teachers will communicate to parents through telephone, email, school messenger, and web pages on the district web site in effort to establish the best communication processes possible.	Campus administration	Communication logs and periodical review of campus web sites				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue						

**Goal 1:** Huffman Middle school will encourage an active student body and parent involvement as a means to increase academic achievement, foster the development of each individual student's unique talents, and increase school and community pride.

**Performance Objective 4:** Huffman Middle School will organize parent groups to increase parental involvement and support student success in relationship to the overall academic experience.

**Evaluation Data Source(s) 4:** Membership lists, meeting agendas, and documentation of events and activities.

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Huffman Middle School will maintain Parent Teacher Organization as a means to encourage and strengthen parental involvement and increase student support in the overall academic experience.	Campus Administration	Participation rates and documentation of Events and Activities.				
= Accomplished                = Continue/Modify                = No Progress                = Discontinue						

**Goal 2: Huffman Middle School will facilitate a safe and secure environment to foster student centered learning with an emphasis on health and safety.**

**Performance Objective 1:** Huffman Middle School will fully implement the Emergency Operations Plan as developed by the district.

**Evaluation Data Source(s) 1:** Documentation of mandatory staff development. Staff will be issued HISD Emergency Plan Handbook. Updated emergency drill log.

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Huffman Middle School will regularly drill and practice emergency procedures as outlined in the HISD Emergency Operations Handbook.	Campus Administration	Updated drill logs.				
2) Safety equipment such as fire extinguishers and heart defibrillators will be maintained and located in appropriate areas so that they are easily accessible during an emergency.	Campus/District Administration	Service logs and equipment displayed.				
3) Huffman Middle School will utilize a National Weather Service Radio as a means to be informed and prepare for emergencies regarding weather.	Receptionist	Monthly Radio checks and appropriate response to warnings				
4) Huffman Middle School will develop an emergency operations team to review emergency operational procedures and campus trainings.	Campus Administration	Documentation of Meetings and Activities.				
5) Huffman Middle School will target various staff members in relation to their job description to receive CPR training.	Campus Administration	Documentation of Trainings				
6) The HMS Emergency Operations Team will participate in table top exercises with district personnel.	Campus Administration	Documentation of Trainings				
= Accomplished                     = Continue/Modify                     = No Progress                     = Discontinue						

**Goal 2:** Huffman Middle School will facilitate a safe and secure environment to foster student centered learning with an emphasis on health and safety.

**Performance Objective 2:** Huffman Middle School will maintain a medical clinic and employ school nurse to direct the clinic in order to meet the medical needs of each individual student, and to promote the appropriate school environment in regards to school and community health.

**Evaluation Data Source(s) 2:** Personell and departmental evaluations

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) School Nurse will conduct various student health checks as directed by district.	Campus Administration and School Nurse Director	Documented Student Participation				
2) School nurse will attend to the medical needs of students, including but not limited to injuries, sickness or other ailments, and administration of prescribed medicine.	Campus Administration and Director of Nursing	Services logs and observed performance in regards to job responsibilities.				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue						

**Goal 2:** Huffman Middle School will facilitate a safe and secure environment to foster student centered learning with an emphasis on health and safety.

**Performance Objective 3:** Campus administration will ensure that all facilities are functional and free of hazards in terms of school and student safety.

**Evaluation Data Source(s) 3:** Maintenance Records

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Campus administration will conduct regular facility checks	Campus Administration	Weekly Checks and Maintenance requests				
2) Campus administration will work with outside groups and organizations to ensure that facilities are safe and functional	Campus Administration	Documentation of facility checks				
3) Drug dogs will be utilized to conduct routine campus searches.	Campus Administration	Documented searches and related discipline records				
= Accomplished                         = Continue/Modify                         = No Progress                         = Discontinue						



**Goal 2:** Huffman Middle School will facilitate a safe and secure environment to foster student centered learning with an emphasis on health and safety.

**Performance Objective 4:** HMS will implement policies and procedures that ensure that personnel, students, and visitors are identified and approved to be on campus.

**Evaluation Data Source(s) 4:** All parties will wear the appropriate identifications as dictated by district policy.

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) School personnel will display a visible ID Card at all times.	Campus Administration	Presence of ID Cards				
2) All Substitutes will check in at front office and be issued a temporary ID card to be displayed so that they will be appropriately identified.	Office Staff	Presence of ID's				
3) Students will display or wear a visible ID at all times.	Teachers	ID Checks				
4) HMS Campus will monitor a video camera at the receptionist desk, so that anyone entering the building is visible to the receptionist.	Receptionist	Increased Campus Awareness in regards to security				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue						

**Goal 2:** Huffman Middle School will facilitate a safe and secure environment to foster student centered learning with an emphasis on health and safety.

**Performance Objective 5:** Huffman Middle school will adhere to the recommendations of School Health Advisory Committee (SHAC) in regards to school and community Health and provide opportunities for students to learn about and be exposed to healthy living.

**Evaluation Data Source(s) 5:** Campus will implement policies and procedures that promote good health and healthy living.

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Huffman Middle School will Implement the "It's Your Game-Keep it Real" Curriculum (or a similar curriculum) as a means to promote student health in regards to Sexual Awareness, Drugs, and Alcohol.	Campus Administration	Class Participation, Student Surveys, and other relevant data.				
2) HMS Health Class will be offered to all 8th grade students. This class will allow students to obtain locally required credit towards high school graduation while teaching state required middle school TEKS for Health. Students will be exposed to all aspects of mental and physical health. Students will explore topics such as fitness, nutrition, disease prevention, and other aspects of healthy living.	Campus Admin	Mastery of State Mandated TEKS				
3) HMS and the HMS PTO will continue Stay Well Wednesdays. Parents are encouraged once per month on a Wednesday to bring tissue and hand sanitizer.	Campus Admin	Participation and Quantity of Supplies Donated				
4) HMS will issue the "Student Risk Assessment" as designed by the SHAC to the 7th and 8th graders.	Campus Administrators	Student participation in the survey				
5) HMS will incorporate curriculum in the computer class that teaches students about social media/texting safety.	Computer teachers and campus administrators	Students demonstrate mastery of course curriculum				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue						

**Goal 2:** Huffman Middle School will facilitate a safe and secure environment to foster student centered learning with an emphasis on health and safety.

**Performance Objective 6:** HMS will identify various methods of promoting an anti-bully campaign.

**Evaluation Data Source(s) 6:** HMS will utilize various programs such as Safe Schools and Be the Change to promote an anti-bully atmosphere.

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) HMS will review and consider outside agencies to assist with Anti-bullying campaigns.	Campus Administrators and Counselors	Decreased in the amount of bullying on campus				
2) HMS will participate in 'Be the Change' week and will encourage students to participate in the anti-bullying activities.						
3) Anti-bullying and tolerance curriculum will be introduced in Falcon 101.						
= Accomplished                = Continue/Modify                = No Progress                = Discontinue						

**Goal 3: Huffman Middle School will ensure that positive, caring, and appropriate relationships will be developed and maintained between faculty, students, and parents.**

**Performance Objective 1:** Faculty and staff will receive training and implement policies and procedures that will help them to develop appropriate positive relationships and facilitate quality classroom management.

**Evaluation Data Source(s) 1:** Documented staff and individual professional developments and classroom observations and evaluations.

**Summative Evaluation 1:**







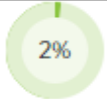
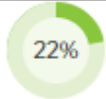
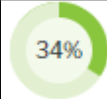


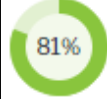









Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All teachers will be trained in the "Capturing Kids Hearts" curriculum in order to promote appropriate professional relationships between teachers and students.	Campus Administration	Documented professional development as it relates to "Capturing Kids Hearts".				
2) Teachers will implement the policies and procedures of Capturing Kids Hearts in their classrooms.	Campus Administration	Classroom observations and evaluations.				
3) Teachers and staff will implement a character based incentive program (Falcon C.A.S.H.).	Campus Staff	The number of C.A.S.H dollars turned-in to the cafeteria.				
4) HMS will develop a "Process of Champions Committee" to ensure that the CKH becomes a campus wide initiative by promoting, modeling, and teaching of CKH philosophies and procedures to staff and students.	Process of Champions Committee and Campus Administration	Continual devevelopment of relationships that promote a positive climate and culture.				
5) Office Staff will recieve training in appropriate customer service techniques.	Campus Administration	Documentation of trainings and evidence of a positve climate and culture.				
= Accomplished                = Continue/Modify                = No Progress                = Discontinue						

**Goal 4: Huffman Middle School will continue to develop and implement instructional methodologies that allow students to utilize cutting edge technology in order to supplement the educational curriculum for the purpose of increasing student engagement and ensuring that students are prepared for the modern world.**

**Performance Objective 1:** Teachers will continue to implement curriculum in a manner that allows the students to utilize cutting edge technology in order to engage students in the curriculum, and to prepare them for life in a modern society.

**Evaluation Data Source(s) 1:** Classroom Observations and Evaluations that demonstrate appropriate use of technology.

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers will participate in professional development work shops to learn how to implement and utilize technology applications as a means to supplement the curriculum.	Campus Administration, Technology Director, and Technology Mentor Teacher	Success will be measured through professional development records and classroom observations that demonstrate appropriate use of technology.				
2) HMS will continue to explore the possibilities and capabilities of various technology applications for the purpose of enhancing the curriculum and engaging the student.	Campus Administration and Technology Director	Increased utilization of technological applications that enhance educational experiences.				
3) HMS will provide Technology Mentor Teacher to assist and help train teachers.	Campus Administration and Technology Director	Documented professional development and increased technology use in the classrooms.				
4) Continue to upgrade and purchase programming and technology devices that have the ability to positively impact classroom instruction and pedagogy.	Campus Administration and Technology Director	Increased use of technology and the internet as it relates to instruction.				
5) Implement "Bring Your Own Technology" policy to increase technology usage for the purpose of instruction and educational experiences.	Campus Administration, Technology Director	Increased use of technological devices at school in regards to educational experiences as witnessed through classroom observations and evaluations.				
6) HMS will continue to expand on the STEM Lab elective class from a curriculum and technology standpoint.	HMS Administration and STEM Lab teachers	Student usage of STEM applicable technology				
7) HMS will encourage "responsible use" of social media and texting through various classes and programs.	HMS Staff	An Increased Awareness of the Consequences of not Being a Responsible User and a Decrease in the Number of Office Referrals Related to Technology				



**Goal 5: Huffman Middle School will develop students who understand individual accountability and responsibility as it relates to their character and service of others within the community.**

**Performance Objective 1:** HMS will implement a curriculum that encourages individual accountability and responsibility, while stressing the importance of service to others for the good of the community as a whole.

**Evaluation Data Source(s) 1:** Documented professional development, classroom observations and evaluations, and data in regards to discipline referrals and community service projects.

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers will implement a curriculum that meshes the philosophies, policies, and procedures of "Capturing Kids Hearts", and the "Falcon C.A.S.H." Program in order to promote a student body that understands their responsibility as it relates to individual accountability and respect for others, while stressing the importance of community service.	Campus Administration	Data as it relates to behavior and discipline referrals, and documented service projects.				
2) Huffman Middle School will implement, review and update the Falcon C.A.S.H (Character, Attitude, Success and Honesty) Program in regards to its implementation as it relates to the grading periods and Bell Schedule.	Campus Staff	Documentation of Meetings and Activities as they relate to Falcon C.A.S.H.				
3) Falcon 101 will be offered as course elective as a means to enlighten students in the areas of moral character, citizenship, and other traits that are fundamental components of leadership.	Campus Admin and Falcon 101 Teachers	Class Enrollment and Participation Rates				
= Accomplished      = Continue/Modify      = No Progress      = Discontinue						

**Goal 5:** Huffman Middle School will develop students who understand individual accountability and responsibility as it relates to their character and service of others within the community.

**Performance Objective 2:** Huffman Middle School will encourage student body to participate in various community service events.

**Evaluation Data Source(s) 2:** Documentation of activities and events

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Huffman Middle School and the various departments and organizations within will participate in various community service activities such as Christmas Tree Angels, Holiday Can Food Drive, and Breast Cancer Awareness, Pennies for Patients, and other service projects throughout the year.	Campus Administration	Documented Service Activities				
= Accomplished                = Continue/Modify                = No Progress                = Discontinue						



**Goal 5:** Huffman Middle School will develop students who understand individual accountability and responsibility as it relates to their character and service of others within the community.

**Performance Objective 3:** Huffman Middle School will implement lessons of perseverance as a part of its character education program as means to develop "Grit" within each individual student.

**Evaluation Data Source(s) 3:** Documentation campus wide lessons and instruction as it relates to Grit

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) HMS will utilize the Falcon 101 class to implement campus wide lessons on "The Grit to Succeed."	Falcon 101 Teachers and Campus Administration	Student Participation				
2) HMS will look for opportunities to recognize students who persevere and overcome great obstacles.	Campus Administration and Counselors	Documentation of Recognition				
3) The Falcon C.A.S.H. program will identify students of good character and citizenship.	Campus Staff	Falcon C.A.S.H. Documentation				
= Accomplished                 = Continue/Modify                 = No Progress                 = Discontinue						

**Goal 6: Huffman Middle School will strive to provide educational excellence with quality instruction as it relates to college readiness and career connections.**

**Performance Objective 1:** HMS will meet the academic standard for all students as determined by TEA in the core subject area of Math.

**Evaluation Data Source(s) 1:** Math STAAR Exam

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The Math Curriculum will be implemented in accordance with The TEKS Resource system utilizing researched based best instructional practices.	Campus Administration and Math Curriculum Coordinator	Evidence will be demonstrated through improved student performance in regards to academic achievement such as, but not limited to, TAPR Reports, AYP, and locally developed checkpoints.				
2) Math Team Meetings - Campus Administration, District Math Coordinator, and Math Teachers will attend PLC's in order to plan instruction, and develop checkpoints. The Data analyzed in these meetings will be utilized to target strengths and weaknesses in regards to the mastery of the Math TEKS and student expectations, as a means to guide future instruction and lessons.	Campus Administration and Math Coordinator	Evidence of success will be provided through assessments of individual student performance in the classroom, Unit Tests, Checkpoints, and ultimately the STARR Exam.				
3) Professional Development - All Math teachers will attend campus and district workshops, or any other training provided by an outside entity that has the potential to improve classroom instruction in such areas as but not limited to curriculum implementation, classroom management, pedagogy and instructional methodology.	Campus Administrators and Math curriculum Coordinators	Success will be measured through classroom observations and teacher evaluations				
4) Math RTI -Response to Intervention will be provided at three distinct levels. Level 1 will be provided through appropriate classroom differentiation in which various strategies and methods will be presented to individual students when they first begin to struggle with grade level curriculum. Level 2 interventions will be provided through small group tutorial. Level 3 interventions will be the most intense and provided through focused instruction designed to improve math skills targeted at individual deficit. This instruction will be supplemental and in addition to the regular math class.	Campus Administration, Math Coordinator, RTI Coordinator,	Evidence of success will be measured through classroom assessments, checkpoints and ultimately the STAAR Exam.				

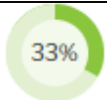
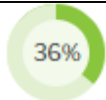
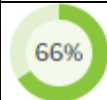



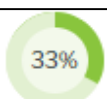
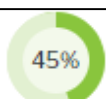
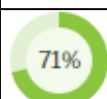
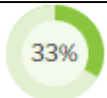
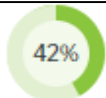
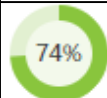
5) PAP Classes and Algebra I - Pre-advanced placement courses and Algebra I will be offered for those students who have the ability to master grade level TEKS and student expectations at a higher rigor level, while moving forward through the curriculum at an accelerated pace in an effort to maximize each of these students individual academic potential.	Campus Administration, Math Teachers, Math Instructional Coach, and Curriculum Coordinator	Individual performance as measured by placement tests and formative classroom assessments, as well as summative assessments such as checkpoints and STAAR.				
6) Huffman Middle School will utilize "iLab" an internet based, skills class as a supplemental curriculum to help with Tier 2 and 3 RTI.	Campus Administration and Campus RTI Committee	Student performance as it relates to improvement in Math skills and STAAR Performance.				
<b>System Safeguard Strategy</b> 7) Teachers will utilize best practices and teaching methods that have the potential to improve student achievement as it relates to accountability in the subject area of Math for ELL, SPED and At-Risk students.	Campus Administration	STAAR Math Assessment				
8) HMS math teachers will implement the Falcon Learning Framework (FLF) and will receive instructional coaching throughout the school year to guide their instructional progress and help the teachers develop the skills to use all components of the framework.	Campus Administration, Math Instructional Coach, and HMS Math Teachers	Teacher's will gain a better understanding and appreciation for the FLF so that it becomes a routine part of their lesson cycle.				
9) Instructional coaching training provided by Engage2Learn will build coaching capacity in our administrators, coordinators and coaches empowering them to support the teachers using the Falcon Learning Framework (FLF).	Campus Administration and E2L Staff	Campus Administrators and the Math Instructional Coach will be better able to support the HMS Math teachers in implementing the FLF.				
= Accomplished       = Continue/Modify       = No Progress       = Discontinue						

**Goal 6:** Huffman Middle School will strive to provide educational excellence with quality instruction as it relates to college readiness and career connections.

**Performance Objective 2:** HMS will meet the academic standard for all students as determined by TEA in the core subject areas of Reading and Writing.

**Evaluation Data Source(s) 2:** ELA STAAR Exam

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The ELA Curriculum will be implemented in accordance with TEKS Resouce System utilizing researched based "Best Practices" embedded in the principals of balanced literacy.	Campus Administration and Curriculum Coordinator	Evidence will be demonstrated through improved student performance in regards to academic achievement such as, but not limited to, TAPR Reports, AYP, and locally developed Checkpoints.				
2) ELA Team Meetings - Campus Administration, District ELA Coordinator, and ELA Teachers will attend PLC's in order to plan instruction, and develop checkpoints. The Data analyzed in these meetings will be utilized to target strengths and weaknesses in regards to the mastery of the ELA TEKS and student expectations, as a means to guide future instruction and lessons.	Campus Administration and ELA Coordinator	Evidence of success will be provided through assessments of individual student performance in the classroom, Unit Tests, Checkpoints, and ultimately the STAAR Exam.				
3) Professional Development - All ELA teachers will attend campus and district work shops, or any other training provided by an outside entity that has the potential to improve classroom instruction in such areas as but not limited to curriculum implementation, classroom management, pedagogy and instructional methodology.	Campus Administrators and ELA Curriculum Coordinators	Success will be measured through formative teacher evaluations and observations.				
4) ELA RTI -Response to Intervention will be provided at three distinct levels. Level 1 will be provided through appropriate classroom differentiation in which various strategies and methods will be presented to individual students, when they first begin to struggle with grade level curriculum. Level 2 interventions will be provided through small group tutorials. Level 3 interventions will be the most intense and provided through focused instruction designed to improve reading skills targeted at individual deficit.	Campus Administration, ELA Coordinator, RTI Coordinator.	Evidence of success will be measured through formative classroom assessments, checkpoints, and the STAAR Exam.				

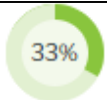
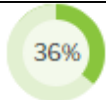
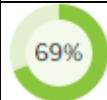






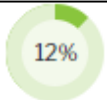
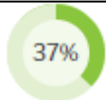

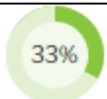
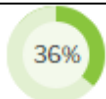
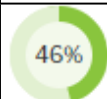
5) PAP Classes - Pre-advanced placement courses will be offered for those students who have the ability to master grade level TEKS and student expectations at a higher rigor level, while moving forward through the curriculum at an accelerated pace in an effort to maximize each of these students individual academic potential.	Campus Administration, ELA Teachers, Curriculum Coordinator	Individual performance as measured by placement tests and formative classroom assessments, as well as summative assessments such as checkpoints and STAAR.				
6) Level 2 and 3 RTI for students who demonstrate weaknesses in reading will be provided through the Read 180 curriculum and/or iLab.	Campus Administration and District RTI Coordinator	Success will be demonstrated through reading levels, and improved academic performance on checkpoints and ultimately the STAAR Exams.				
7) Reading initiatives will be implemented through Library curriculum to develop better literacy skills as it relates to reading and writing.	Campus administration Librarian	Student projects, and data collected by Librarian that demonstrates independent reading of students.				
<b>System Safeguard Strategy</b> 8) Teachers will utilize best practices and teaching methods that have the potential to improve student achievement as it relates to accountability in the subject area of ELA for ELL, SPED and At-Risk students.	Campus Administration	STARR Reading and Writing assessments				
= Accomplished     = Continue/Modify     = No Progress     = Discontinue						

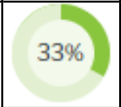
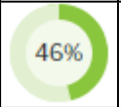
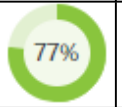


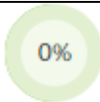

**Goal 6:** Huffman Middle School will strive to provide educational excellence with quality instruction as it relates to college readiness and career connections.

**Performance Objective 3:** HMS will meet the academic standard for all students as determined by TEA in the core subject area of Science.

**Evaluation Data Source(s) 3:** Science STAAR Exam

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The Science Curriculum in accordance with the TEKS Resource System and will be implemented utilizing researched based best instructional practices.	Campus Administration and Curriculum Coordinator	Success will be demonstrated through improved student performance in regards to academic achievement such as, but not limited to, TAPR Reports, AYP, and locally developed checkpoints				
2) Science Team Meetings - Campus Administration, District Science Coordinator, and Science Teachers will attend PLC's in order to plan instruction, and develop Checkpoints. The data analyzed in these meetings will be utilized to target strengths and weaknesses in regards to mastery of the Science TEKS, and student expectations, as a means to guide future instruction and lessons.	Campus Administration and Curriculum Coordinator	Success will be demonstrated through formative classroom assessments of individual students, checkpoints and ultimately the STAAR Exam.				
3) Professional Development - All Science teachers will attend campus and workshops, or any other training provided by an outside entity that has the potential to improve classroom instruction in such areas as, but not limited to, curriculum implementation, classroom management, pedagogy, and instructional methodology.	Campus Administration and Curriculum Coordinator	Success will be measured through formative teacher observations and evaluations.				
4) PAP Classes - Pre-advanced placement courses will be offered for those students who have the ability to master grade level TEKS and student expectations at a higher rigor level, while moving forward through the curriculum at an accelerated pace in an effort to maximize each of these students individual academic potential.	Campus Administration and Curriculum Coordinator	Individual performance as measured by placement tests and formative classroom assessments, as well as summative assessments such as checkpoints and STAAR.				
<b>System Safeguard Strategy</b> 5) 8) Teachers will utilize best practices and teaching methods that have the potential to improve student achievement as it relates to accountability in the subject area of Science for ELL, SPED and At-Risk students.	Campus Administration	STAAR Science Assessment				

6) HMS will offer a STEM Elective class that will be project-based and introduce students to various concepts and technological tools as they relate to STEM.	HMS Administrators and Science Teachers	Improved Science STAAR scores and an Increased Number of Students Receiving Advanced				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

**Goal 6:** Huffman Middle School will strive to provide educational excellence with quality instruction as it relates to college readiness and career connections.

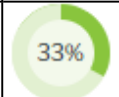
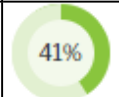
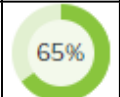
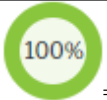



**Performance Objective 4:** HMS will meet the academic standard for all students as determined by TEA in the core subject area of Social Studies.

**Evaluation Data Source(s) 4:** Social Studies STAAR Exam

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The Social Studies Curriculum will be implemented in accordance with the TEKS Resource System utilizing researched based on best instructional practices.	Campus Administration and District Curriculum Coordinator	Success will be demonstrated through improved student performance in regards to academic achievement such as, but not limited to, TAPR, AYP, and locally developed Checkpoints.				
2) Social Studies Team Meetings - Campus Administration, District Social Studies Coordinator, and Social Studies Teachers will attend PLC's in order to plan instruction, and develop Checkpoints. The data analyzed in these meetings will be utilized to target strengths and weaknesses in regards to mastery of the Social Studies TEKS, and student expectations, as a means to guide future instruction and lessons.	Campus Administration and Curriculum Coordinator	Success will be demonstrated through formative classroom assessments of individual students, checkpoints and ultimately the STAAR Exam.				
3) Professional Development - All Social Studies teachers will attend campus and district training, or any other professional development provided by an outside entity that has the potential to improve classroom instruction in such areas as, but not limited to, curriculum implementation, classroom management, pedagogy, and instructional methodology.	Campus Administration and Curriculum Coordinator	Success will be measured through formative teacher observations and evaluations.				
4) PAP Classes - Pre-advanced placement courses will be offered for those students who have the ability to master grade level TEKS and student expectations at a higher rigor level, while moving forward through the curriculum at an accelerated pace in an effort to maximize each of these students individual academic potential.	Campus Administration and Curriculum Coordinator	Individual performance as measured by placement tests and formative classroom assessments, checkpoints and ultimately the STAAR Exam.				



<p><b>System Safeguard Strategy</b></p> <p>5) 8) Teachers will utilize best practices and teaching methods that have the potential to improve student achievement as it relates to accountability in the subject area of Social Studies for ELL, SPED and At-Risk students.</p>	<p>Campus Administration</p>	<p>STAAR Assessment for Social Studies</p>				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						











**Goal 6:** Huffman Middle School will strive to provide educational excellence with quality instruction as it relates to college readiness and career connections.

**Performance Objective 5:** Huffman Middle school will supplement the core curriculum with courses and opportunities that have the potential to ensure that students are progressing towards college and career readiness.

**Evaluation Data Source(s) 5:** Success will be measured through class participation and ultimately successful course completion.

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Ag Mechanics - Students will be introduced to the basic skills concepts used in employment in Ag Mechanics in regards to safety and proper tool use, and utilization of various construction materials as well as maintenance of water and electrical systems.	Campus Administration	Class Enrollment and Participation				
2) Ag Science - Students will broaden perspectives of employment by examining careers in agriculture as it relates to plants, animals and mechanics.	Campus Administration					
3) Computer II - Students will plan and produce documents such as newsletters, brochures, posters, and magazines for real-world audiences. This is an entry level computer class and it is recommended for those students who are interested in computer applications and or those students that may want to pursue a career in computer technology.	Campus Administration	Class Enrollment and Participation				
4) Computer I - focuses on keyboarding skills in the area of fluency and accuracy. Students will also learn formatting of documents for personal and/or business use.	Campus Administration	Class Enrollment and Participation				
5) Spanish I - This course is offered as an elective for a high school credit and is part of the foreign language requirement for graduation. Students will learn how to read, write, and speak Spanish, while learning the basic structure of the language. Class will serve as a prerequisite for Spanish II.	Campus Administration	Class Enrollment and Participation				
6) Journalism is a course where students will learn the fundamentals of inquiry, interviewing skills, news and feature writing, and other techniques.	Campus Administration	Class Enrollment and Participation				

7) Horticulture - This course introduces the basic techniques of gardening and entrepreneurship with an emphasis on practical horticulture skills. It will introduce students to the practical skills required for growing plants and teaches nutritional and economic value of gardening.	Campus Administration	Class Enrollment and Participation				
8) HMS will develop a plan to incorporate College and Career Awareness in all classes. This plan will include the High School Endorsements so that students gain a better understanding of the high school career pathways.	HMS Staff	Student PGP Paperwork, an Increase in Displays related to Colleges and Careers				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

**Goal 6:** Huffman Middle School will strive to provide educational excellence with quality instruction as it relates to college readiness and career connections.

**Performance Objective 6:** Huffman Middle School will implement reading initiatives that support the academic process by encouraging and motivating all students to read and develop the joy of reading for leisure and knowledge.

**Evaluation Data Source(s) 6:** Documentation of Initiatives and Program Designs

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) HMS Book Club - HMS will encourage reading by hosting a book club during lunchtime in the library.	Librarian	Student participation				
2) The ELA classes at HMS will incorporate a reading program that challenges students to read and discuss the book of their choice.	ELA staff	Student assignment completion				
= Accomplished                 = Continue/Modify                 = No Progress                 = Discontinue						

## System Safeguard Strategies

Goal	Objective	Strategy	Description
6	1	7	Teachers will utilize best practices and teaching methods that have the potential to improve student achievement as it relates to accountability in the subject area of Math for ELL, SPED and At-Risk students.
6	2	8	Teachers will utilize best practices and teaching methods that have the potential to improve student achievement as it relates to accountability in the subject area of ELA for ELL, SPED and At-Risk students.
6	3	5	8) Teachers will utilize best practices and teaching methods that have the potential to improve student achievement as it relates to accountability in the subject area of Science for ELL, SPED and At-Risk students.
6	4	5	8) Teachers will utilize best practices and teaching methods that have the potential to improve student achievement as it relates to accountability in the subject area of Social Studies for ELL, SPED and At-Risk students.