

Kemp Independent School District

District Improvement Plan

2018-2019

Accountability Rating: B



Board Approval Date: January 14, 2019
Public Presentation Date: January 14, 2019

Mission Statement

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

Vision

Students are our first priority.

Value Statement

We Believe...

Students are our first priority.

All students will have a quality staff, and that staff will have their training needs met.

First rate facilities are essential to quality education.

Financial stewardship ensures a tomorrow for education.

All students learn when engaged in meaningful, challenging work, and Kemp ISD is committed to innovation and continued improvement.

In full engagement of our parents and community in the support of our students' education.

Accountability is attained through open dialogues, transparency and fiscal responsibility.

Meaningful relationships ensure learning. Therefore, we encourage partnerships between students, parents, community members, and staff which are foundational to educational success.

A safe and caring learning environment is strengthened by embracing diversity and respecting self, others and the world around us.

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Comprehensive Needs Assessment

Revised/Approved: December 17, 2018

Needs Assessment Overview

The Kemp ISD leadership team met on 6/4/18 to go over the data sources from 2017-2018. The team gave analyzed data and did a gallery walk to complete a draft of the District Needs Assessment (DNA). The DEIC committee met on 11/8/18 to review and revise the DNA and created strategies for the six district goals for the 2018-2019 school year.

To avoid the time and expense involved in training and paying existing personnel in all facets of state and federal programs, the district needs to contract for professional and consultant services with an outside consulting service to provide technical assistance related to specified federal programs in order to maintain efficiency and compliance.

Demographics

Demographics Summary

Summary of Needs:

- ELL student performance in Reading, Writing and Science for grades 3-8
- ELL student performance for ELAR for EOC
- CTE/SPED student performance for science and ELAR for EOC
- SPED student performance in social studies and writing in grades 3-8
- SPED student performance on science, social studies and ELAR for EOC
- ESSA student performance for writing in grades 3-8
- Bilingual staff
- Poverty simulation
- Communication with parents about personal graduation plans for CTE

Priority of Needs:

- In-school intervention time designed to enhance student academic performance and real world experiences among identified subgroups
- Revise and Implement the district writing portfolio plan
- Special Programs designed to increase student achievement among subgroups
- ESL Reimbursement & Stipend
- SIOP/ELL Training for all staff
- Regularly scheduled special education training for district special education teachers
- Evaluate CTE coding to include parental involvement in personal graduation plans
- Just in time training for core implementation into CTE courses
- Continually recruit for a bilingual teacher to meet state requirements

Demographics Strengths

- - District translator services available
 - SPED student performance on PBMAS improved from 1.5 to 1.2
 - ESSA student performance on PBMAS improved from 0.5 to 0.3
 - Blast Off Program for some populations
 - Student Attendance Stable

- Enrollment up district wide
- Enrollment Fair
- Bilingual Translator
- Lexia for dyslexic and ESL students

Problem Statements Identifying Demographics Needs

Problem Statement 1: KISD has growing ELL and Special Education student groups and our goal is to meet their needs as learners. **Root Cause:** KISD has growing ELL and Special Education student groups. We are continuing to need certified teachers for these areas and to provide teachers with professional development.

Student Achievement

Student Achievement Summary

Summary of Needs:

- 4th Grade Reading STAAR scores increased from 55% to 57% and Writing from 32% to 42%
- 5th Grade Science STAAR scores decreased from 70% to 64%
- 6th Grade ELAR STAAR scores decreased from 72% to 57% and Math from 71% to 68%
- 8th Grade ELAR and Math STAAR scores maintained in the 80% range
- 8th Grade Science STAAR scores decreased from 81% to 71%
- Algebra I EOC STAAR scores decreased from 72% to 71%
- English II EOC STAAR scores decreased from 66% to 62%
- Year 2 Writing Plan
- Increase Istation and Edgenuity Usage
- Continue to monitor and provide training on Balanced Literacy
- Grammar resources for grade PK-5
- Software program for elementary math

Priorities:

- Provide Professional Development in the areas of TRS Curriculum Framework, Creation of Unit ESL strategies, SPED strategies, reading and writing
- Provide educational materials
- Revise and implement the district RTI program and provide professional development
- Revise and Implement the district writing portfolio plan
- Provide research based writing professional development for ELAR teachers

Student Achievement Strengths

- 3rd Grade Reading STAAR scores increased from 50% to 64% and Math from 56% to 64%
- 4th Grade Math STAAR scores increased from 72% to 80%
- 5th Grade Reading STAAR scores increased from 62% to 72% and Math maintained at a high level
- 7th Grade ELAR STAAR scores increased from 68% to 73%, Writing from 57% to 69%, and Math from 54% to 72%
- 8th Grade History STAAR scores increased from 50% to 72%

- English I EOC STAAR scores increased from 48% to 70%
- Biology EOC STAAR scores increased from 84% to 90%
- US History EOC STAAR scores increased from 91% to 98%
- NWEA MAPS data to monitor student progress
- Istation for progress monitoring and remediation purposes
- Reading A to Z provides resources to promote reading improvement
- Lexia program for Tier 3 elementary students
- Sharon Wells Math Curriculum for grade 2-5 provides appropriate rigor
- Odyssey Resources for secondary
- Improved EOC Scores

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: KISD continues to struggle with ELAR across all grade levels. **Root Cause:** KISD struggles with Tier I/Whole Group instruction in the area of ELAR.

District Culture and Climate

District Culture and Climate Summary

Summary of Needs:

- Teachers having input in the way campus money is spent
- Increase positive recognition for student and teacher attendance

Priorities:

- Increase opportunities for teacher- and student-led involvement in district/campus decision-making
- Provide a safe, positive learning environment where all students matter

District Culture and Climate Strengths

- Student enrollment continues to increase
- Variety of extracurricular activities provided
- Professional development offerings are designed to promote a positive school climate and culture
- Kemp Incentive Pay Plan for teachers and paraprofessionals
- Community involvement
- Positive activities for students
- Communication through various methods such as website, facebook, messenger, etc.
- Parents feel KISD is safe and secure
- Teacher/Staff of the month recognized

Problem Statements Identifying District Culture and Climate Needs

Problem Statement 1: KISD students and staff seek opportunities to share input into district decisions and want to be recognized for strong attendance.

Root Cause: KISD needs to provide more opportunities for students and staff to make decisions that impact them.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Summary of Needs:

- Teacher turnover rate increased at some campuses
- There are staff members who are not fully certified to teach their particular subject/grade level
- Shortage of teachers
- Need for staff development in the area of engagement
- Staff development for discipline techniques for at-risk students
- Uniform teacher training on implementation of writing rubrics for all teachers
- Training for BAU staff

Priorities:

- Provide teacher support programs which are designed to promote staff retention
- District to provide staff recognition for good attendance and other achievements
- Use surveys and evaluation data to prioritize the types of professional development course offerings and trainings for relevancy
- Implement the Lead 4ward New Teacher/Mentor Induction Program

Staff Quality, Recruitment, and Retention Strengths

- Several positions were added to support the education of our students including Director of Curriculum and Director of Instruction, Assessment and Accountability divided, Federal Program/Special Programs Coordinator, Special Education Coordinator, Additional ARD Facilitator, Additional Speech Assistant, Additional Special Education Aide
- Professional development planned and implemented that meets identified needs
- Formal New Teacher Induction Program
- Safe environment
- Teacher retention efforts

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: KISD seeks to improve retention of quality teachers. **Root Cause:** KISD is in a highly competitive area in regards to hiring and

retaining teachers.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Summary of Needs:

- Common instructional strategies language
- Fidelity to the curriculum
- Common lesson planning and creating assessments
- Professional development on breaking down the TEKS
- Professional development opportunities for vertical alignment
- Grammar resources

Priorities:

- Provide professional development on quality Marzano's 9 High Yield instructional strategies
- Professional development needed TRS Curriculum Framework
- Provide professional development in the use of Eduphoria/Aware and TEKS Resource
- Provide professional development on understanding the TEKS (TEKS Exploration Tool)

Curriculum, Instruction, and Assessment Strengths

- NWEA MAP Universal Screener to measure student growth in grades K-9
- Sharon Wells Math Curriculum for Grades 2-5
- Istation Reading intervention programs for elementary
- Odysseyware Resources for secondary
- Student use of technology is increasing

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: KISD struggles with Tier I Instruction/Whole Group across all content areas. **Root Cause:** KISD teachers need support in the areas of TEKS and Instructional Strategies.

Parent and Community Engagement

Parent and Community Engagement Summary

Summary of Needs:

- Improve perception of school/parent communication in all areas
- Increase parental involvement in school activities at the secondary level
- Continue communication through a variety of methods

Priorities:

- Living Tree parent communication resource for campus administration and teachers for connecting with parents
- Increased opportunities for family engagement that specifically deal with student academic issues

Parent and Community Engagement Strengths

- Increase in participation and number of community events
- Parents feel comfortable and welcomed
- Wildflower festival
- After school socials

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: KISD families continue to seek improvement in communication as indicated on surveys. **Root Cause:** KISD provides information to families in multiple ways but for some families there is a communication gap.

District Context and Organization

District Context and Organization Summary

Summary of Needs:

- Increase student attendance by 0.3%
- More activities to make students want to come to school
- Programs/activities to address student apathy
- Add archery 4th/5th grades and junior high

Priorities:

- Incentives for attendance
- Archery class in master schedule

District Context and Organization Strengths

- Student attendance stable
- Mentor Program
- Parent/Volunteer check in at campuses

Problem Statements Identifying District Context and Organization Needs

Problem Statement 1: KISD strives to have strong attendance at all campuses and seeks to engage learners by providing a variety of opportunities for students. **Root Cause:** KISD is a small district so there are some programs/opportunities that are not available due to limited resources.

Technology

Technology Summary

Summary of Needs:

- Computer program for math in grades K-5
- Purchase additional chrome carts and chrome boxes
- Improve internet at primary campus
- Professional development on google
- Eduphoria training and expectations

Priorities:

- Increase opportunities for technology integration which positively affects student achievement
- Google professional development for all teachers and students at the HS, JH and Intermediate
- Dreambox math program for grades K-5

Technology Strengths

- All teachers are issued a Chromebook
- Wifi access
- Tech department is supportive
- Increasing devices available to students on each campus
- Updating infrastructure

Problem Statements Identifying Technology Needs

Problem Statement 1: KISD strives to provide opportunities for technology integration that improves student achievement. **Root Cause:** KISD technology needs to be upgraded on a regular basis due to wear and tear, and staff/student needs.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District 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
- Domain 1 - Student Achievement
- Performance Index Framework Data: Index 1 - Student Achievement
- Domain 2 - Student Progress
- Performance Index Framework Data: Index 2 - Student Progress
- Domain 3 - Closing the Gaps
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- 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
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Local diagnostic math assessment data

- Local benchmark or common assessments data
- Local benchmark or common assessments data
- Running Records results
- Observation Survey results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Special education population, including performance, discipline, progress, and participation data
- Migrant population, including performance, progress, discipline, attendance, and mobility
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, progress, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Response to Intervention (RtI) student achievement data
- Dyslexia Data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Teacher/Student Ratio
- Professional development needs assessment data
- T-TESS

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data

Goals

Revised/Approved: June 05, 2018

Goal 1: Learning Standards: Kemp ISD will demonstrate instructional methods, which increase student achievement in all content areas.

Performance Objective 1: Provide a rigorous and aligned curriculum and instruction for all students.




Evaluation Data Source(s) 1: State and District Assessment Data

Summative Evaluation 1:

TEA Priorities: 1. Recruit, support, retain teachers and principals. 2. Build a foundation of reading and math. 3. Connect high school to career and college. 4. Improve low-performing schools.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	May
<p>PBMAS Equity Plan Strategy Critical Success Factors CSF 1 CSF 7</p> <p>1) Kemp ISD will monitor and provide professional development on the use of the TEKS Resource System Curriculum Framework.</p>	2.4, 2.5	District Administrators Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, IFD Planning Templates, Lesson Plans, Eduphoria Certificates			
	Funding Sources: 211 Title I, Part A - 11150.00					
<p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>2) Kemp ISD will increase the availability and use of research-based educational materials including Sharon Wells Math, iStation, Learning A to Z, IXL, Lexia, MAP, Mentoring Minds, Dreambox, Edgenuity.</p>	2.4, 2.6	District Administrators Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, Lesson Plans			
	Funding Sources: 211 Title I, Part A - 59933.76					

<p align="center">PBMAS Critical Success Factors CSF 1 CSF 7</p> <p>3) Kemp ISD will monitor and implement writing across the curriculum throughout the district.</p>	2.4, 2.5	Director of Curriculum Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations			
<p align="center">Critical Success Factors CSF 1 CSF 7</p> <p>4) Kemp ISD will provide Saxon Phonics Coaching for grades K-2.</p>	2.4, 2.5	Director of Curriculum Primary Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations			
Funding Sources: 270 Title V, Part A Rural - 600.00						
<p align="center">Critical Success Factors CSF 1 CSF 5 CSF 7</p> <p>5) Kemp ISD will monitor the implementation of the Head Start Grant.</p>	2.6, 3.1, 3.2	Director of Curriculum Primary Administrators Director of Business Services	Student Achievement, TTESS Walkthroughs/ Evaluations			
<p align="center">PBMAS Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>6) Kemp ISD will review and revise RTI program K-12. (IStation, Learning A to Z, IXL, Lexia, Edgenuity, MAP)</p>	2.6	Director or Curriculum FP/SP Coordinator RTI Committees, RTI Teachers	Student Achievement, TTESS Walkthroughs/ Evaluations, RTI Student List, RT Monitoring Documentation			
<p align="center">PBMAS Equity Plan Strategy Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>7) Kemp ISD will provide professional development to improve instructional strategies in writing, math, reading, RTI, SPED and ESL. (Marazano, SIOP)</p>	2.5, 2.6	District Administrators Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, Eduphoria Certifications			
Funding Sources: 270 Title V, Part A Rural - 3600.00						
<p align="center">PBMAS Critical Success Factors CSF 2</p> <p>8) Kemp ISD will purchase screening, diagnosis and progress monitoring programs for the RTI process such as IStation, Learning A to Z, IXL, Lexia, Edgenuity, and MAP.</p>	2.6	Director or Curriculum FP/SP Coordinator RTI Committees, RTI Teachers	Student Achievement, TTESS Walkthroughs/ Evaluations			
<p align="center">Equity Plan Strategy Critical Success Factors CSF 2 CSF 3 CSF 7</p> <p>9) Kemp ISD will monitor the use of Eduphoria.</p>	2.4	District Administrators Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, Lesson Plans, Eduphoria Certificates			
Funding Sources: 211 Title I, Part A - 8200.00						

<p>Equity Plan Strategy Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>10) Kemp ISD will provide formal New Teacher Induction Program through the (Lead 4ward) resources.</p>	2.4	District Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, Eduphoria Certificates			
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>11) Kemp ISD will use two days in June to work on curriculum/ assessment planning for the 2019-2020 school year (35 teachers x 2 days).</p>	2.4, 2.5	District Administrators Campus Administrators Region 10	Student Achievement, TTESS Walkthroughs and Evaluations, IFD Planning Template, Lesson Plans			
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>12) Kemp ISD will provide students a viable math curriculum grades 2-5 with professional development for teachers. (Sharon Wells)</p>	2.4, 2.5	Director of I/A/A, Campus Administrators	Student Achievement			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>100% = Accomplished</p> </div> <div style="text-align: center;">  <p>0% = No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 2: Learning Standards: Kemp ISD will have effective student programs.

Performance Objective 1: Offer a variety of appropriate programs to address the needs of all students.

Evaluation Data Source(s) 1: State and District Assessment Data; Participation in student programs




Summative Evaluation 1:

TEA Priorities: 2. Build a foundation of reading and math. 4. Improve low-performing schools. 3. Connect high school to career and college.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	May
<p>PBMAS Equity Plan Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) Kemp ISD will provide professional development on quality instruction, PLC protocols, data review, rigor and engagement.</p>	2.4	District Administrators Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, Eduphoria Certificates			
<p>PBMAS Equity Plan Strategy Critical Success Factors CSF 2</p> <p>2) Kemp ISD students in special populations will make a years academic growth in mathematics and reading in grades K-EOC as measured by NWEA MAP testing as a result of the district providing appropriate services.</p>	2.6	District Administrators FP/SP Coordinator Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations			
<p>PBMAS Critical Success Factors CSF 3 CSF 4</p> <p>3) Kemp ISD will identify (Child Find) and provide services which meets the reading academic needs of students who are served in Special Education or Section 504. (Unique Learning, STAR Autism, Stevenson Program)</p>	2.6	District Administrators FP/SP Coordinator Special Education Coordinator Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, Eduphoria Documentation, ESPED Program			

<p align="center">PBMAS Critical Success Factors CSF 1 CSF 4 CSF 6</p> <p>4) Kemp ISD will provide Transition Services, which maximize student academic and emotional growth.</p>	2.6, 3.1	District Administrators Special Education Coordinator Campus Administrators	Student Achievement, ESPED Program			
<p align="center">Critical Success Factors CSF 1 CSF 4</p> <p>5) Kemp ISD will add a Life Skills Classroom at KJH due to growth in number of students.</p>	2.6	District Administrators Special Education Coordinator Campus Administrators	Student Achievement, ESPED Program, SPP Indicators			
<p align="center">Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>6) Kemp ISD will provide professional development on dyslexia testing in order to identify students in need of support.</p>	2.6	Director of Curriculum FP/SP Coordinator	Student Achievement, Eduphoria Certificates			
<p align="center">Critical Success Factors CSF 1</p> <p>7) Kemp ISD will revise the district Dyslexia Plan to align with the revised State Plan.</p>	2.6	FP/SP Coordinator	Student Achievement, KISD Dyslexia Plan			
<p align="center">Critical Success Factors CSF 7</p> <p>8) Kemp ISD will provide professional development in advanced academics & Gifted/Talented.</p>	2.6	Director of Curriculum FP/SP Coordinator	Student Achievement, Eduphoria Certificates			
<p align="center">PBMAS Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>9) Kemp ISD will provide teachers professional development on ESL; research-based, instructional strategies including SIOP.</p>	2.6	Director of I/A/A FP/SP Coordinator ESL Coordinator	Student Achievement, TTESS Walkthroughs/ Evaluations, Eduphoria Certificates			
<p align="center">PBMAS Critical Success Factors CSF 1 CSF 7</p> <p>10) Kemp ISD will provide an ESL Reimbursement for assessment/ certification for certified teachers.</p>	2.6	Director of I/A/A FP/SP Coordinator ESL Coordinator	ESL Certification List			
<p align="center">PBMAS Critical Success Factors CSF 1 CSF 7</p> <p>11) Kemp ISD will consider adding an ESL Stipend for all ESL Certified Staff who serve ESL students during the 2019-2020 School Year.</p>	2.6	Director of I/A/A FP/SP Coordinator ESL Coordinator	ESL Certification List, Stipend List			

<p align="center">PBMAS Critical Success Factors CSF 1 CSF 7</p> <p>12) Kemp ISD will continuously advertise for and recruit bilingual certified teachers for elementary which is required by the state due to our ELL numbers.</p>	2.6	Director of I/A/A FP/SP Coordinator HR Coordinator ESL Coordinator	Documentation from HR Recruitment, Interview documentation			
<p align="center">Critical Success Factors CSF 1 CSF 2</p> <p>13) Kemp ISD will increase the number of Dual Credit Courses offered and support their implementation. (TVCC, Texas A&M Commerce)</p>	2.4, 2.5	Director of I/A/A FP/SP Coordinator Campus Administrators Campus Counselors	Student Achievement, Enrollment Numbers, Master Schedules			
<p align="center">PBMAS Critical Success Factors CSF 1 CSF 4</p> <p>14) Kemp ISD will provide a CTE program that is implemented and designed in to increase student skills and provide gateways to career readiness.</p>	2.4, 2.5	Director of I/A/A FP/SP Coordinator Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, Student certifications, Student surveys, PSP documentation			
<p align="center">PBMAS Critical Success Factors CSF 1 CSF 7</p> <p>15) Kemp ISD will provide Just in Time training for core implementation into CTE courses.</p>	2.4	Director of I/A/A FP/SP Coordinator Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, Eduphoria Certificates			
<p align="center">Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>16) Kemp ISD will create Kinder Plus classrooms at KPS to help transition students who did not attend PK or if they were not kindergarten ready based on the EOY Circle Data.</p>	2.6	District Administrators Primary Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, EOY Circle Data, NWEA EOY MAP Data, Reading A to Z Data			
<p align="center">Critical Success Factors CSF 6</p> <p>17) Kemp ISD will provide a variety of extracurricular activities, which meet students' needs and interests .</p>	2.5	District Administrators Campus Administrators	Student participation, Student Surveys			

 = Accomplished
  = No Progress
  = Discontinue

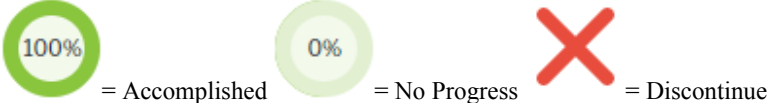
Goal 3: Digital Learning: Kemp ISD will enhance digital learning experiences for all stakeholders.

Performance Objective 1: Increase the digital literacy for all students and staff by implementing technology in the classroom.

Evaluation Data Source(s) 1: State and District Assessment Data; Stakeholder feedback

Summative Evaluation 1:

TEA Priorities: 4. Improve low-performing schools.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	May
PBMAS Critical Success Factors CSF 1 CSF 6 1) Kemp ISD will develop and provide innovative courses, which enhance student technology skills.	2.4	Director of I/A/A FP/SP Coordinator Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, Student Surveys			
Critical Success Factors CSF 1 CSF 6 2) Kemp ISD will equip classrooms with latest presentation technologies designed to enhance student achievement.	2.4	District Administrators Director of Technology IT Coordinator	Student Achievement, TTESS Walkthroughs/ Evaluations, Student Surveys			
						

Goal 4: Assessment: Kemp ISD will implement appropriate and varied types of assessments that effectively measure student progress and success.

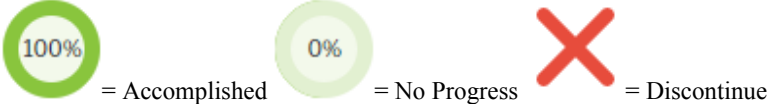
Performance Objective 1: Implement progress monitoring for all grade levels and content areas.

Evaluation Data Source(s) 1: State and District Assessment Data

Summative Evaluation 1:

TEA Priorities: 2. Build a foundation of reading and math. 4. Improve low-performing schools.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 2</p> <p>1) Kemp ISD will use all available data resources to identify student strengths and areas of growth.</p>	2.6	District Administrators Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations			
<p>Critical Success Factors CSF 1 CSF 2</p> <p>2) Kemp ISD will use all available content area data to identify student strengths and areas of growth within each grade level. (Ex: Vertical alignment between feeder campuses)</p>	2.4	District Administrators Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations			
<p>Critical Success Factors CSF 1 CSF 2</p> <p>3) Kemp ISD will develop and implement cycle assessments in all classes. (TEKS Resource STAAR Item Bank, iStation, Mentoring Minds, Kamico)</p>	2.4	District Administrators Campus Administrators	Student Achievement			
	Funding Sources: 270 Title V, Part A Rural - 6994.00					
<p>Critical Success Factors CSF 6</p> <p>4) Kemp ISD will develop and increase courses, which directly match career opportunities.</p>	2.4	Director of I/A/A FP/SP Coordinator Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, Surveys			

<p>Critical Success Factors CSF 1 CSF 7</p> <p>5) Kemp ISD will increase college and Career readiness levels as described in A-F Accountability.</p>	2.4	Director of I/A/A FP/SP Coordinator Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations			
<p>Critical Success Factors CSF 1 CSF 2</p> <p>6) Kemp ISD will increase participation and student achievement results on SAT, ACT, and their pre-tests. (Odysseyware)</p>	2.4	Director of I/A/A FP/SP Coordinator Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, Student Participation			
<p>Critical Success Factors CSF 1 CSF 6</p> <p>7) Kemp ISD will provide JH and HS students, teachers and counselors of those students, and parents of JH and HS students information pertaining to: -Higher education admissions, financial aid opportunities and postsecondary informational resources -TEXAS grant program and the Teach for Texas grant program -Need for making informed curriculum choices for postsecondary success</p>	2.4	Director of I/A/A FP/SP Coordinator Campus Administrators Campus Counselors	Student Achievement, TTESS Walkthroughs/ Evaluations, Student admission into postsecondary programs			
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6</p> <p>8) Kemp ISD will increase CTE participation and opportunities, which match career opportunities.</p>	2.4, 2.5	Director of I/A/A FP/SP Coordinator Campus Administrators	CTE Participation, Student Surveys			
<p>PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>9) Kemp ISD SPED and 504 students will be monitored by their case managers and will have an annual meeting to review their plan and services.</p>	2.6	Director of Curriculum FP/SP Coordinator Special Education Coordinator Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, ESPED Documentation, PBMAS, SPP Indicators			
<p>Critical Success Factors CSF 1 CSF 6</p> <p>10) Kemp ISD will increase community partnerships with local colleges and businesses, which increase student opportunities.</p>	2.5	Director of I/A/A FP/SP Coordinator Campus Administrators	Student Achievement, Student Participation			
						

Goal 5: Accountability: Kemp ISD will have a comprehensive accountability system that is designed to sustain excellent performance, which maximizes student achievement.

Performance Objective 1: Increased student achievement and gain a year’s growth in all grade levels and content areas.




Evaluation Data Source(s) 1: State and District Assessment Data; Alternate assessments such as portfolios and projects

Summative Evaluation 1:

TEA Priorities: 2. Build a foundation of reading and math. 3. Connect high school to career and college. 4. Improve low-performing schools.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	May
<p>PBMAS Equity Plan Strategy Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>1) Kemp ISD will meet or exceed the state percentages on STAAR Assessments in grades 3-EOC. (NWEA Map, Dreambox, Edgenuity, Istation, Reading A to Z, Lexia, Balanced Literacy, Writing Plan)</p>	2.4, 2.6	District Administrators Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations			
<p>Critical Success Factors CSF 6</p> <p>2) Kemp ISD graduation rate will be at or above 95%.</p>	2.4	District Administrators Campus Administrators At-Risk Counselor	Graduation Rate			
<p>Critical Success Factors CSF 1 CSF 3 CSF 6</p> <p>3) Kemp ISD will increase college scholarship opportunities for graduating seniors and educate students on how to apply for scholarships.</p>	2.4	Director of I/A/A FP/SP Coordinator Campus Administrators Campus Counselors	Scholarship money awarded			
<p>Critical Success Factors CSF 1 CSF 2</p> <p>4) Kemp ISD will provide programs that increase post secondary readiness (ACT, SAT, Dual Credit).</p>	2.4, 2.5	Director of I/A/A FP/SP Coordinator Campus Administrators Campus Counselors	Student Achievement, TTESS Walkthroughs/ Evaluations			

<p align="center">PBMAS Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>5) Kemp ISD writing achievement will increase through a locally developed plan, which includes student portfolios. (Balanced Literacy, District Writing Portfolio Plan, May the Fours Be With You Training, Jeff Anderson Writing Training)</p>	2.4, 2.5, 2.6	Director of Curriculum Campus Administrators	Student Achievement, TTESS Walkthroughs/ Evaluations, Writing Audits			
Funding Sources: 270 Title V, Part A Rural - 8370.00						
<p align="center">PBMAS Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>6) Kemp ISD ELL and Special Education students academic performance will increase in all subject areas as measured by STAAR and NWEA MAP. (Edugence, ESPED, Unique Learning, Stevenson)</p>	2.4, 2.5, 2.6	Director of I/A/A FP/SP Coordinator ESL Coordinator Special Education Coordinator	Student Achievement, TTESS Walkthroughs/ Evaluations, TELPAS, PBMAS, SPP Indicators			
<p align="center">Critical Success Factors CSF 6</p> <p>7) Kemp ISD will continue to provide a safe student environment with the following emphasis: -Playground safety checks -Review and consider updating camera system throughout the district -Providing equipment designed to enhance student safety -Updated Emergency operation plan -Positive behavior techniques</p>	2.6	District Administrators Campus Administrators Maintenance, Technology and Transportation Staff	District Surveys of Students, Parents and Staff, Safety Audit Recommendations			
<p align="center">Critical Success Factors CSF 6</p> <p>8) Kemp ISD will 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 and provide parent training. (TXEIS, Student Code of Conduct, Student Handbook, Crisis Go app, Anti-Bullying Program)</p>	2.6	District Administrators Campus Administrators	Eduphoria Certificates, District Surveys of Students, Parents and Staff, PEIMS discipline referrals			
<p align="center">Critical Success Factors CSF 6</p> <p>9) 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. (Crisis Go app, Anti-Bullying Program, Conscious Discipline, PBIS strategies)</p>	2.6	District Administrators Campus Administrators	Eduphoria Certificates, District Surveys of Students, Parents and Staff, PEIMS discipline referrals			

Critical Success Factors CSF 6 10) Kemp ISD will provide a Drug Education and Awareness Program. (Red Ribbon Week)	2.6	Campus Administrators Campus Counselors	Eduphoria Certificates, District Surveys of Students, Parents and Staff, PEIMS discipline referrals			
Critical Success Factors CSF 2 CSF 6 11) Kemp ISD will increase student attendance through positive reinforcement opportunities.	2.6	Campus Administrators	District Surveys of Students, Parents, Student attendance rate			
Critical Success Factors CSF 6 12) Kemp ISD will complete additional facilities designed to enhance safety and participation numbers in athletics.	2.6	District Administrators Maintenance Staff	Completion of building project			
Critical Success Factors CSF 5 CSF 6 13) Kemp ISD will host Academic Parent Nights/Home Visits provided at the campuses to collaborate with parents in order to help their child to be successful.	3.1, 3.2	Campus Administrators Campus Counselors	Parent Involvement Documentation, District Surveys of Students, Parents and Staff			
Critical Success Factors CSF 3 14) Kemp ISD will continue established financial bidding procedures, which enhance monitoring of expenditures.		District Administrators Director of Business Services	District budget for FY18/19			
Critical Success Factors CSF 3 15) Kemp ISD will increase fund balance from FY 2018.		District Administrators Director of Business Services	2018/2019 fund balance			
 = Accomplished  = No Progress  = Discontinue						

Goal 6: Transformation: Kemp ISD will be a 21st century learning organization, which meets the needs of all stakeholders.

Performance Objective 1: Implement and maintain classrooms that are engaging and innovative.




Evaluation Data Source(s) 1: Locally-developed assessments, stakeholder feedback

Summative Evaluation 1:

TEA Priorities: 3. Connect high school to career and college. 4. Improve low-performing schools. 1. Recruit, support, retain teachers and principals.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	May
<p>Critical Success Factors CSF 3 CSF 5</p> <p>1) Kemp ISD will provide the following activities that will involve teaching staff in District decision-making processes. -District EIC -District Leadership Team -Leadership on campus site-based committees</p>	3.1, 3.2	District Administrators Campus Administrators	Committee Documentation, District Staff Surveys			
<p>2) Kemp ISD will create a District Calendar designed to accommodate the following strategies: -Blast Off to School Program for At-Risk Students -Campus Instructional Planning days -Family Communication Days</p>	3.1, 3.2	District Administrators Director of Curriculum DEIC Committee	Student Achievement, District Surveys			
<p>Critical Success Factors CSF 3 CSF 5</p> <p>3) Kemp ISD will promote school events through the following methods: -District Website -District Social Media -Living Tree -Local Print Media -Partnership with local businesses</p>	3.1	District Administrators Campus Administrators Director of Technology	District Students, Parent and Staff Surveys			

<p align="center">Critical Success Factors CSF 5</p> <p>4) Kemp ISD will develop and distribute parents/family members a written parent and family engagement policy through a flexible number of meetings.</p>	3.1, 3.2	Director of Curriculum FP/SP Coordinator Campus Administration	Parent Involvement Documentation, District Surveys of Students, Parents and Staff			
<p align="center">Critical Success Factors CSF 3 CSF 5</p> <p>5) Kemp ISD will use current research on parental involvement that fosters achievement to high standards for all children and incorporates strategies to lower barriers to participation by parents in school planning, review, and improvement.</p>	3.1	Director of Curriculum FP/SP Coordinator Campus Administration	Parent Involvement Documentation, District Surveys of Students, Parents and Staff			
<p align="center">Equity Plan Strategy Critical Success Factors CSF 1 CSF 7</p> <p>6) Kemp ISD will improve Teacher Retention through: -New Teacher Induction Program (Lead4ward) -Teacher Mentoring Program -Monitoring teacher growth through the TTESS evaluation process</p>	2.4	District Administrators Campus Administrators HR Coordinator	TTESS Walkthrough and Evaluation Data, District Staff Surveys, New Teacher and Mentor Induction Documentation			
<p align="center">Critical Success Factors CSF 1 CSF 6</p> <p>7) Kemp ISD will provide engaging and easy to use technology resources at each campus.</p>	2.4	District Administrators Director of Technology IT Coordinator	District Student, Parent and Staff Surveys, Master Technology List of Resources			
<p align="center">Critical Success Factors CSF 1 CSF 6</p> <p>8) Kemp ISD will provide instructional technology training provided to district staff through differentiated instructional methods.</p>	2.4	District Administrators Director of Technology IT Coordinator	Eduphoria Certificates, Training Materials			
<p align="center">Critical Success Factors CSF 5 CSF 6</p> <p>9) Kemp ISD will host a New Student Enrollment Fair.</p>	3.1	Director of I/A/A FP/SP Coordinator PEIMS Coordinator Campus PEIMS Specialists and Counselors	Participation, District Student, Parent, and Staff Surveys			
<p>10) Kemp ISD will partner with the City of Kemp to host the Wildflower Festival.</p>		District Administrators Campus Administrators	District Students, Parents, and Staff Surveys			
<p align="center">Critical Success Factors CSF 5</p> <p>11) Kemp ISD will host the Silver jacket breakfast.</p>		District Administrators	Attendance at event			

Critical Success Factors CSF 5 12) Kemp ISD will provide free Senior Citizen Passes valid at all Kemp ISD events.		District Administrators	Number of cards distributed			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>100% = Accomplished</p> </div> <div style="text-align: center;">  <p>0% = No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

KISD assures that we conducted a comprehensive needs assessment, prepared a district-wide plan, and that we will review the district-wide plan annually.

KISD uses a per pupil allocation in order to distribute funding equitably.

To avoid the time and expense involved in training and paying existing personnel in all facets of state and federal programs, and in accordance with Kemp ISD's comprehensive needs assessment and CFR-200 (Sec. 200.459), the district will contract for professional and consultant services with SAFE Services LLC to provide technical assistance related to specified federal programs in order to maintain efficiency and compliance.

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

The DIP was developed in collaboration with the DEIC Committee on 11/8/18.

The DIP was approved by the KISD School Board on 12/17/18. (pending approval)

The DIP was made available in English on the KISD Website and at the KISD Administration Building.

2.2: Regular monitoring and revision

KISD assures that we conducted a comprehensive needs assessment, prepared a district-wide plan, and that we will review the district-wide plan annually.

2.3: Available to parents and community in an understandable format and language

The DIP was made available in English on the KISD Website and at the KISD Administration Building.

2.4: Opportunities for all children to meet State standards

The DIP contains district-wide reform strategies that address district needs, including a description of how such strategies would provide opportunities for all children.

2.5: Increased learning time and well-rounded education

The DIP contains instructional strategies that strengthen academics, increased learning time, and provide an enriched and accelerated curriculum.

2.6: Address needs of all students, particularly at-risk

The DIP addresses the needs of all students, particularly at-risk students.

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

KISD develops and distributes the Parent and Family Engagement Policy annually.

3.2: Offer flexible number of parent involvement meetings

KISD offers flexible parent involvement meetings annually.

Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Aimee Shaw	RTI Teacher	Title I	1
Autumn Miller	7th Grade Writing	Title I	1
Felicia Gentzler	RTI Aide	Title I	1
Jennifer Niederstadt	High School Math Teacher	Title I	1
Julie Wakeland	RTI Teacher	Title I	1
Susan Dillon	RTI Teacher	Title I	1

District Funding Summary

211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	TEKS Resource System		\$11,150.00
1	1	2	Sharon Wells Math Curriculum Grades 2-5		\$15,302.46
1	1	2	Istation Reading Grades PK-5		\$12,638.00
1	1	2	Learning A to Z		\$1,399.30
1	1	2	NWEA MAP Grades K-EOC		\$15,525.00
1	1	2	Dreambox Math Resource Grades K-5		\$8,074.00
1	1	2	Edgenuity Reading & Math Tier II Intervention Grades 6-8		\$6,995.00
1	1	9	Eduphoria/AWARE		\$8,200.00
Sub-Total					\$79,283.76
270 Title V, Part A Rural					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4	Saxon Coaching		\$600.00
1	1	7	May the Fours Be With You Training by Bill MacDonald		\$3,600.00
4	1	3	TEKS Resource STAAR Bank		\$6,994.00
5	1	5	Writing Trainings and Materials		\$8,370.00
Sub-Total					\$19,564.00
Grand Total					\$98,847.76