

Kemp Independent School District
Kemp Academy
2018-2019 Campus Improvement Plan

Accountability Rating: Met Alternative Standard



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: June 04, 2018

Needs Assessment Overview

The Kemp Academy leadership team met on 5/20/18 to go over the data sources from 2017-2018. The team gave analyzed data to complete a draft of the Campus Needs Assessment (CNA). The CAT committee met on 12/11/18 to review and revise the CNA and created strategies for the six campus 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:

- Student performance for ELAR for EOC
- CTE/SPED student performance for science and ELAR for EOC
- SPED student performance on science, social studies and ELAR for EOC
- Communication with parents about personal graduation plans for CTE
- Attendance Rate

Priority of Needs:

- In-school intervention time designed to enhance student academic performance and real world experiences among identified subgroups
- Special Programs designed to increase student achievement among subgroups
- SIOP/ELL Training for all staff
- Evaluate CTE coding to include parental involvement in personal graduation plans
- Intervention addressing attendance rate

Demographics Strengths

- Overall student performance in Kemp Academy is consistent across demographic subgroups
- Enrollment up school wide

Problem Statements Identifying Demographics Needs

Problem Statement 1: Kemp Academy has growing ELL and Special Education student groups and our goal is to meet their needs as learners. **Root Cause:** Kemp Academy 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:

- Algebra I EOC STAAR scores were at 33%
- English I & English II EOC STAAR scores were at 23%
- Biology scores were at 50%
- U.S. History scores were at 69%
- Character Development Curriculum for Kemp Academy and DAEP students
- Have Kemp Academy students take the TSI test with the Kemp High School students

Priorities:

- Provide Professional Development in the areas of TRS Curriculum Framework, SPED strategies, reading and writing.
- Provide educational materials.
- Continue focus on student graduation needs.
- Continue focus on students improving their EOC scores.

Student Achievement Strengths

- Odyssey Resources for secondary
- Graduation rate is up by 28%
- DAEP numbers are down 34%

Problem Statements Identifying Student Achievement Needs

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

School Culture and Climate

School Culture and Climate Summary

Summary of Needs:

- Staff having input in campus decision-making process
- Increase positive recognition for student and teacher attendance
- Character Development curriculum for students

Priorities:

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

School Culture and Climate Strengths

- Student enrollment continues to increase
- Professional development offerings are designed to promote a positive school climate and culture
- Community involvement
- Positive activities for students
- Communication through various methods such as website, facebook, messenger, etc.
- Parents feel Kemp Academy is safe and secure
- Staff of the month recognized

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: Kemp Academy students and staff seek opportunities to share input into district decisions and want to be recognized for strong attendance. **Root Cause:** Kemp Academy 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:

- 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

Priorities:

- Provide staff support programs which are designed to promote staff retention
- Campus 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 relevance

Staff Quality, Recruitment, and Retention Strengths

- Instructional Aide position was added to support the education of our students
- Professional development planned and implemented that meets identified needs
- Safe environment
- Staff retention efforts

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: Kemp Academy seeks to improve retention of quality staff. **Root Cause:** Kemp Academy is in a highly competitive area in regards to hiring and retaining staff.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Summary of Needs:

- Common instructional strategies language
- Fidelity to the curriculum
- Professional development for staff on using Odysseyware
- Using Odysseyware EOC courses to remediate for state testing

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)
- Provide professional development on using and understanding the Odysseyware Curriculum Program

Curriculum, Instruction, and Assessment Strengths

- Odysseyware Resources for secondary
- Student use of technology is increasing

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: Kemp Academy struggles with Tier I Instruction/Whole Group across all content areas. **Root Cause:** Kemp Academy 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

- Parents feel comfortable and welcomed
- Wildflower festival & Fall festival

Problem Statements Identifying Parent and Community Engagement Needs

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

School Context and Organization

School Context and Organization Summary

Summary of Needs:

- Increase student attendance by 8%
- Programs/activities to address student apathy
- Improve systems and process to support student learning

Priorities:

- Incentives for attendance
- Utilize all system, process, and funds to the maximum extent to support student achievement and learning experience

School Context and Organization Strengths

- Student attendance stable
- Parent/Volunteer check in at campuses
- Increased computers from 10 to 20 to support enrollment increase
- Increased staff to maximize student learning opportunities

Problem Statements Identifying School Context and Organization Needs

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

Technology

Technology Summary

Summary of Needs:

- Purchase additional chrome carts and chrome boxes
- Improve internet
- Professional development on google
- Increase student technology skills

Priorities:

- Increase opportunities for technology integration which positively affects student achievement
- Google professional development for all teachers and students at Kemp Academy
- Professional development of Odysseyware curriculum

Technology Strengths

- Wifi access
- Tech department is supportive
- Increasing devices available to students on each campus
- Updating infrastructure

Problem Statements Identifying Technology Needs

Problem Statement 1: Kemp Academy strives to provide opportunities for technology integration that improves student achievement. **Root Cause:** Kemp Academy 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
- 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
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- SAT and/or ACT assessment data
- Local benchmark or common assessments data

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each 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.
- Section 504 data
- Homeless 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
- School safety data

Employee Data

- Staff surveys and/or other feedback
- State certified and high quality staff data
- Teacher/Student Ratio
- Professional development needs assessment data

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: December 17, 2018




Goal 1: Learning Standards: Kemp Academy 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:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	May
1) Kemp Academy will monitor and provide professional development on the use of the TEKS Resource System Curriculum Framework.	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					
2) Kemp Academy will monitor and implement writing across the curriculum throughout the district.	2.4, 2.5	Director of Curriculum Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations			
3) Kemp Academy will review and revise RTI program 9-12. (Edgenuity, MAP, Odysseyware)	2.6	Director or Curriculum FP/SP Coordinator RTI Committees, RTI Teachers	Student Achievement TTESS Walkthroughs/ Evaluations RTI Student List RT Monitoring Documentation			
4) Kemp Academy will provide professional development to improve instructional strategies in writing, math, reading, RTI, SPED and ESL. (Marazano, SIOP)	2.5, 2.6	District Administrators Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations Eduphoria Certifications			
5) Kemp Academy will purchase screening, diagnosis and progress monitoring programs for the RTI process such as Edgenuity, and MAP.	2.6	Director or Curriculum FP/SP Coordinator RTI Committees, RTI Teachers	Student Achievement TTESS Walkthroughs/ Evaluations			


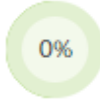

6) Kemp Academy will monitor the use of Eduphoria.	2.4	District Administrators Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations Lesson Plans Eduphoria Certificates			
	Funding Sources: 211 Title I, Part A - 8200.00					
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Goal 2: Learning Standards: Kemp Academy 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:




Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	May
1) Kemp Academy will provide professional development on quality instruction, PLC protocols, data review, rigor and engagement.	2.4	District Administrators Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations Eduphoria Certificates			
2) Kemp Academy students in special populations will make a years academic growth in mathematics and reading in grades 9-12 as measured by NWEA MAP testing as a result of the district providing appropriate services.	2.6	District Administrators FP/SP Coordinator Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations			
3) Kemp Academy will identify (Child Find) and provide services which meets the reading academic needs of students who are served in Special Education or Section 504.	2.6	District Administrators FP/SP Coordinator Special Education Coordinator Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations Eduphoria Documentation ESPED Program			
4) Kemp Academy will provide Transition Services, which maximize student academic and emotional growth.	2.6, 3.1	District Administrators Special Education Coordinator Campus Administrators	Student Achievement ESPED Program			
5) Kemp Academy will provide teachers professional development on ESL; research-based, instructional strategies including SIOP.	2.6	Director of I/A/A FP/SP Coordinator ESL Coordinator Campus Administrator	Student Achievement TTESS Walkthroughs/ Evaluations Eduphoria Certificates			
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Goal 3: Digital Learning: Kemp Academy 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:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	May
1) Kemp Academy 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			
2) Kemp Academy 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			
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Goal 4: Assessment: Kemp Academy 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:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	May
1) Kemp Academy will use all available data resources to identify student strengths and areas of growth.	2.6	District Administrators Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations			
2) Kemp Academy 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)	2.4	District Administrators Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations			
3) Kemp Academy will develop and implement cycle assessments in all classes. (Odysseyware On-line Curriculum)	2.4	District Administrators Campus Administrators	Student Achievement			
Funding Sources: 270 Title V, Part A Rural - 6994.00						
4) Kemp Academy will develop and increase courses, which directly match career opportunities.	2.4	Director of I/A/A FP/SP Coordinator Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations Surveys			
5) Kemp Academy will increase college and Career readiness levels as described in A-F Accountability.	2.4	Director of I/A/A FP/SP Coordinator Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations			
6) Kemp Academy will increase participation and student achievement results on SAT, ACT, TSI and their pre-tests. (Odysseyware)	2.4	Director of I/A/A FP/SP Coordinator Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations Student Participation			

<p>7) Kemp Academy will provide students, teachers and counselors of those students, and parents of students information pertaining to:</p> <ul style="list-style-type: none"> -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 	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>8) Kemp Academy 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 Indictors			
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Goal 5: Accountability: Kemp Academy will have a comprehensive accountability system that is designed to sustain excellent performance, which maximizes student achievement.


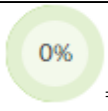

Performance Objective 1: Increased student achievement and gain a year’s growth in all grade levels and content areas.

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

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	May
1) Kemp Academy will meet or exceed the state percentages on STAAR Assessments. (NWEA Map, Odysseyware, Writing Plan)	2.4, 2.6	District Administrators Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations			
2) Kemp Academy graduation rate will maintain or increase from 95%.	2.4	District Administrators Campus Administrators At-Risk Counselor	Graduation Rate			
3) Kemp Academy will provide programs that increase post secondary readiness (ACT, SAT, & TSI).	2.4, 2.5	Director of I/A/A FP/SP Coordinator Campus Administrators Campus Counselors	Student Achievement TTESS Walkthroughs/ Evaluations			
4) Kemp Academy writing achievement will increase through a locally developed plan, which includes student portfolios.	2.4, 2.5, 2.6	Director of Curriculum Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations Writing Audits			
5) Kemp Academy ELL and Special Education students academic performance will increase in all subject areas as measured by STAAR.	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			
6) Kemp Academy will continue to provide a safe student environment with the following emphasis: -Review and consider updating camera system throughout the campus -Providing equipment designed to enhance student safety -Updated Emergency operation plan -Positive behavior techniques	2.6	District Administrators Campus Administrators Maintenance, Technology and Transportation Staff	District Surveys of Students, Parents and Staff Safety Audit Recommendations			

7) Kemp Academy 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)	2.6	District Administrators Campus Administrators	Eduphoria Certificates District Surveys of Students, Parents and Staff PEIMS discipline referrals			
8) Kemp Academy 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)	2.6	District Administrators Campus Administrators	Eduphoria Certificates District Surveys of Students, Parents and Staff PEIMS discipline referrals			
9) Kemp Academy will increase student attendance through positive reinforcement opportunities.	2.6	Campus Administrators	District Surveys of Students, Parents Student attendance rate			

 = Accomplished
 = No Progress
 = Discontinue




Goal 6: Transformation: Kemp Academy 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:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Mar	May
1) Kemp Academy will provide the following activities that will involve teaching staff in Campus decision-making processes.	3.1, 3.2	District Administrators Campus Administrators	Committee Documentation District Staff Surveys			
2) Kemp Academy will develop and distribute parents/family members a written parent and family engagement policy through a flexible number of meetings.	3.1, 3.2	Director of Curriculum FP/SP Coordinator Campus Administration	Parent Involvement Documentation District Surveys of Students, Parents and Staff			
3) Kemp Academy 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.	3.1	Director of Curriculum FP/SP Coordinator Campus Administration	Parent Involvement Documentation District Surveys of Students, Parents and Staff			
4) Kemp Academy will improve staff Retention through: -Monitoring staff growth through staff evaluation process -Support from Administration	2.4	District Administrators Campus Administrators HR Coordinator	TTESS Walkthrough and Evaluation Data District Staff Surveys New Teacher and Mentor Induction Documentation			
5) Kemp Academy will provide engaging and easy to use technology resources.	2.4	District Administrators Director of Technology IT Coordinator Campus Administrator	District Student, Parent and Staff Surveys Master Technology List of Resources			
6) Kemp Academy will provide instructional technology training provided to district staff through differentiated instructional methods.	2.4	District Administrators Director of Technology IT Coordinator Campus Administrator	Eduphoria Certificates Training Materials			

7) Kemp Academy will host a New Student Enrollment Fair at Kemp High School.	3.1	Director of I/A/A FP/SP Coordinator PEIMS Coordinator Campus PEIMS Specialists and Counselors	Participation, District Student, Parent, and Staff Surveys			
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Campus 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	6	Eduphoria/AWARE		\$8,200.00
Sub-Total					\$19,350.00
270 Title V, Part A Rural					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	3	TEKS Resource STAAR Bank		\$6,994.00
Sub-Total					\$6,994.00
Grand Total					\$26,344.00