

**Kemp Independent School District**  
**Kemp High School**  
**2018-2019 Campus Improvement Plan**

**Accountability Rating: Met Standard**

**Distinction Designations:**  
Top 25 Percent: Comparative Closing the Gaps  
Postsecondary Readiness



**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 KHS leadership team met in May 2018 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 Campus Needs Assessment (CNA). The CAT committee met 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:

- ELL 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
- Bilingual staff
- Poverty simulation
- Communication with parents about personal graduation plans for CTE

Priority of Needs:

- 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

## **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** KHS has growing ELL and Special Education student groups and our goal is to meet their needs as learners. **Root Cause:** KHS 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 decreased from 72% to 71%
- English II EOC STAAR scores decreased from 66% to 62%
- Year 2 Writing Plan

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

- 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
- Odyssey Resources for secondary
- Improved EOC Scores

## Problem Statements Identifying Student Achievement Needs

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

# School Culture and Climate

## School 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

## School 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 KHS is safe and secure
- Teacher/Staff of the month recognized

## Problem Statements Identifying School Culture and Climate Needs

**Problem Statement 1:** KHS students and staff seek opportunities to share input into district decisions and want to be recognized for strong attendance. **Root Cause:** KHS 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:** KHS seeks to improve retention of quality teachers. **Root Cause:** KHS 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

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

## Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

**Problem Statement 1:** KHS struggles with Tier I Instruction/Whole Group across all content areas. **Root Cause:** KHS 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 & Fall festival
- After school socials

## Problem Statements Identifying Parent and Community Engagement Needs

**Problem Statement 1:** KHS families continue to seek improvement in communication as indicated on surveys. **Root Cause:** KHS 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 0.3%
- More activities to make students want to come to school
- Programs/activities to address student apathy

Priorities:

- Incentives for attendance

## School Context and Organization Strengths

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

## Problem Statements Identifying School Context and Organization Needs

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

# Technology

## Technology Summary

Summary of Needs:

- Professional development on google
- Eduphoria training and expectations

Priorities:

- Increase opportunities for technology integration which positively affects student achievement

## 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:** KHS strives to provide opportunities for technology integration that improves student achievement. **Root Cause:** KHS 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
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- 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
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- 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
- 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




## Goal 1: Learning Standards: KHS 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) KHS 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			
2) KHS 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) KHS will review and revise RTI program K-12.	2.6	Director of Curriculum FP/SP Coordinator RTI Committees, RTI Teachers	Student Achievement TTESS Walkthroughs/ Evaluations RTI Student List RT Monitoring Documentation			
4) KHS 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) KHS 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					
6) KHS will provide formal New Teacher Induction Program through the (Lead 4ward) resources.	2.4	District Administrators	Student Achievement TTESS Walkthroughs/ Evaluations Eduphoria Certificates			

7) KHS will use two days in June to work on curriculum/assessment planning for the 2019-2020 school year.	2.4, 2.5	District Administrators Campus Administrators Region 10	Student Achievement TTESS Walkthroughs and Evaluations IFD Planning Template Lesson Planns			
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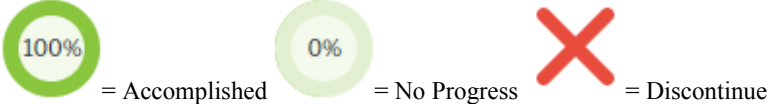
## Goal 2: Learning Standards: KHS will have effective student programs.

**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) KHS 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) KHS 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.	2.6	District Administrators FP/SP Coordinator Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations			
3) KHS 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, Stevenson Program)	2.6	District Administrators FP/SP Coordinator Special Education Coordinator Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations Eduphoria Documentation ESPED Program			
4) KHS 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) KHS will provide professional development on dyslexia testing in order to identify students in need of support.	2.6	Director of Curriculum FP/SP Coordinator	Student Achievement Eduphoria Certificates			
6) KHS 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	Student Achievement TTESS Walkthroughs/ Evaluations Eduphoria Certificates			
7) KHS will provide an ESL Reimbursement for assessment/certification for certified teachers.	2.6	Director of I/A/A FP/SP Coordinator ESL Coordinator	ESL Certification List			

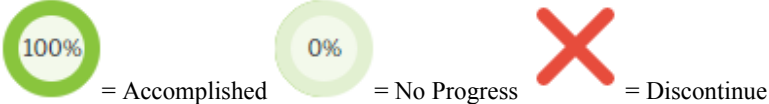
8) KHS will increase the number of Dual Credit Courses offered and support their implementation. (TVCC, Texas A&M Commerce)	2.4, 2.5	Director of I/A/A FP/SP Coordinator Campus Administrators Campus Counselors	Student Achievement Enrollment Numbers Master Schedules			
9) KHS will provide a CTE program that is implemented and designed in to increase student skills and provide gateways to career readiness.	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			
10) KHS will provide a variety of extracurricular activities, which meet student needs and interests .	2.5	District Administrators Campus Administrators	Student participation, Student Surveys			
						

# Goal 3: Digital Learning: KHS 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) KHS 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) KHS 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: KHS 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) KHS 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) KHS 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) KHS will develop and implement cycle assessments in all classes. (TEKS Resource STAAR Item Bank)	2.4	District Administrators Campus Administrators	Student Achievement			
	Funding Sources: 270 Title V, Part A Rural - 6994.00					
4) KHS 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) KHS 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) KHS will increase participation and student achievement results on SAT, ACT, and their pre-tests. (Odysseyware)	2.4	Director of I/A/A FP/SP Coordinator Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations Student Participation			



7) KHS will provide tudents, teachers and counselors of those students, and parents of 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	2.4	Director of I/A/A FP/SP Coordinator Campus Administrators Campus Counselors	Student Achievement TTESS Walkthroughs/ Evaluations Student admission into postsecondary programs			
8) KHS will increase CTE participation and opportunities, which match career opportunities.	2.4, 2.5	Director of I/A/A FP/SP Coordinator Campus Administrators	CTE Participation Student Surveys			
9) KHS SPED and 504 students will be monitored by their case managers and will have an annual meeting to review their plan and services.	2.6	Director of Curriculum FP/SP Coordinator Special Education Coordinator Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations ESPED Documentation PBMAS SPP Indictors			
10) KHS will increase community partnerships with local colleges and businesses, which increase student opportunities.	2.5	Director of I/A/A FP/SP Coordinator Campus Administrators	Student Achievement Student Participation			
<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>						

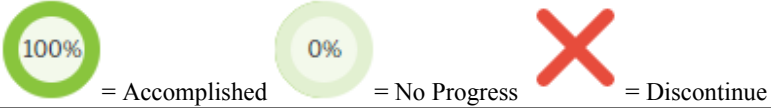
# Goal 5: Accountability: KHS will have a comprehensive accountability system that is designed to sustain excellent performance, which maximizes student achievement.

**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) KHS 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)	2.4, 2.6	District Administrators Campus Administrators	Student Achievement TTESS Walkthroughs/ Evaluations			
2) KHS graduation rate will maintain or increase from 95%.	2.4	District Administrators Campus Administrators At-Risk Counselor	Graduation Rate			
3) KHS will increase college scholarship opportunities for graduating seniors and educate students on how to apply for scholarships.	2.4	Director of I/A/A FP/SP Coordinator Campus Administrators Campus Counselors	Scholarship money awarded			
4) KHS will provide programs that increase post secondary readiness (ACT, SAT, Dual Credit).	2.4, 2.5	Director of I/A/A FP/SP Coordinator Campus Administrators Campus Counselors	Student Achievement TTESS Walkthroughs/ Evaluations			
5) KHS 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)	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) KHS 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			
7) KHS 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.	2.6	District Administrators Campus Administrators	Eduphoria Certificates District Surveys of Students, Parents and Staff PEIMS discipline referrals			
8) KHS 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			
9) KHS will increase student attendance through positive reinforcement opportunities.	2.6	Campus Administrators	District Surveys of Students, Parents Student attendance rate			
10) KHS will complete additional facilities designed to enhance safety and participation numbers in athletics.	2.6	District Administrators Maintenance Staff	Completion of building project			
						




# Goal 6: Transformation: KHS 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) KHS 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	3.1, 3.2	District Administrators Campus Administrators	Committee Documentation District Staff Surveys			
2) KHS 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	3.1, 3.2	District Administrators Director of Curriculum DEIC Committee	Student Achievement District Surveys			
3) KHS will promote school events through the following methods: -District Website -District Social Media -Living Tree -Local Print Media -Partnership with local businesses	3.1	District Administrators Campus Administrators Director of Technology	District Students, Parent and Staff Surveys			
4) KHS 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			
5) KHS 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			

6) KHS will improve Teacher Retention through: -New Teacher Induction Program (Lead4ward) -Teacher Mentoring Program -Monitoring teacher growth through the TTESS evaluation process	2.4	District Administrators Campus Administrators HR Coordinator	TTESS Walkthrough and Evaluation Data District Staff Surveys New Teacher and Mentor Induction Documentation			
7) KHS will provide engaging and easy to use technology resources at each campus.	2.4	District Administrators Director of Technology IT Coordinator	District Student, Parent and Staff Surveys Master Technology List of Resources			
8) KHS will provide instructional technology training provided to district staff through differentiated instructional methods.	2.4	District Administrators Director of Technology IT Coordinator	Eduphoria Certificates Training Materials			
9) KHS will host a New Student Enrollment Fair.	3.1	Director of I/A/A FP/SP Coordinator PEIMS Coordinator Campus PEIMS Specialists and Counselors	Participation, District Student, Parent, and Staff Surveys			
10) KHS will partner with the City of Kemp to host the Wildflower Festival.		District Administrators Campus Administrators	District Students, Parents, and Staff Surveys			
11) KHS will provide free Senior Citizen Passes valid at all Kemp ISD events.		District Administrators	Number of cards distributed			
 = Accomplished  = No Progress  = Discontinue						

# **Title I Schoolwide Elements**

## **ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)**

### **1.1: Comprehensive Needs Assessment**

The needs of our campus will be annually reviewed by the appropriate stakeholders using our Comprehensive Needs Assessment process.

## **ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)**

### **2.1: Campus Improvement Plan developed with appropriate stakeholders**

Our CIP will be reviewed by stakeholders and input will be taken to develop a plan to help all students, faculty members, and community members.

### **2.2: Regular monitoring and revision**

On a quarterly basis the Campus Improvement Team will meet to review progress.

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

This CNA will be published to our website.

### **2.4: Opportunities for all children to meet State standards**

Our plan will push all students to learn the appropriate TEKS and meet the needs of our students.

### **2.5: Increased learning time and well-rounded education**

Campus academic time exceeds the state minimum.

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

Our at risk counselor will monitor the progress of our at risk students and provide teachers and parents with feedback on how to help the students.

## **ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)**

### **3.1: Develop and distribute Parent and Family Engagement Policy**

Campus administration will consistently reach out to the community to get their involvement.

### **3.2: Offer flexible number of parent involvement meetings**

We will over parent involvement meetings as needs arise.

# Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Jennifer Niederstadt	High School Math Teacher	Title I	1



# Campus Funding Summary

<b>211 Title I, Part A</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5	Eduphoria/AWARE		\$8,200.00
<b>Sub-Total</b>					\$8,200.00
<b>270 Title V, Part A Rural</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	3	TEKS Resource STAAR Bank		\$6,994.00
<b>Sub-Total</b>					\$6,994.00
<b>Grand Total</b>					\$15,194.00