

GOALS

- Implement evidence-based practices that support instructional access for all students through Universal Design for Learning
- Create and align systems and processes to implement key elements of GVC
- Explore alternative learning opportunities at every level (e.g. blended learning, Career Technical Education and The Westlake High School Learning Center)



DISTRICT ACTION (what and when)

A Guaranteed and Viable Curriculum (GVC) is the construct that articulates how each student will receive a comprehensive, equitable, rigorous and standards-based education, across all grade-levels, in all subject areas, every year of enrollment in Eanes ISD.

DISTRICT ACCOUNTABILITY (who and how)

A Guaranteed and Viable Curriculum is the intersection of “Opportunity to Learn” and “Time.”

Guaranteed means all teachers are aware of the content they are responsible for teaching and are, in fact, teaching that content. **Viable** means the amount of content is teachable in the time available for instruction.

HILL COUNTRY MIDDLE SCHOOL ACTION (what and when)

Hill Country Middle School is committed to creating rigorous, engaging, evidenced based learning opportunities for all students daily. We will utilize the PLC process at least 3 times per week to ensure alignment with understanding and application of the TEKS across grade levels. The work will include integration of UDL, alignment of common assessments, data analysis, and intervention and enrichment all aimed at promoting student engagement and growth.



HILL COUNTRY MIDDLE SCHOOL ACCOUNTABILITY (who and how)

Hill Country Middle School Hill Country Middle School teachers will participate in professional learning specific, meaningful technology integration and UDL throughout the school year. This will be facilitated by EPs, Ed Techs, Lesson Cast trainers and Administrators. PLCs within and across both middle schools, faculty meetings, and Early Release Days will be avenues for ongoing professional learning. Math and ELA teachers will be accountable for using the newly created Scope and Sequence as a way to ensure a GVC. Teachers and EPs will be meeting in PLCs to review assessment data to inform instruction.

Further, Hill Country Middle School is partnering with Steven Covey to become a Leader in Me School. All staff will be trained in Leader in Me and the campus will plan and implement the integration of these principles into school culture.

GOALS

- Create a shared understanding of DEI through leadership training to build capacity and support sustainability
- Assess, monitor and work to modify the climate to ensure inclusivity for all staff and students
- Develop a system of equity-focused restorative practices in support of all learners
- Engage the broader community in a shared responsibility for DEI
- Provide a framework for curriculum and instructional resources that are representative, inclusive of and accessible to ALL students
- Increase personal growth and learning of students, staff, administrators and trustees to support DEI
- Align DEI goals and their integration with Board policies, administrative procedures and the Eanes ISD Graduate/Staff Profile (WHEEL)



DISTRICT ACTION (what and when)

Eanes ISD continues to support campus-based Equity Leadership Teams, monitoring the district climate to ensure students and staff have a sense of belonging and inclusivity. Throughout the school year, Eanes ISD will clearly communicate staff and student expectations around what is needed to create district and campus environments that welcome and include all students, regardless of religion, orientation, culture or ethnicity, ability and/or economic differences.

DISTRICT ACCOUNTABILITY (who and how)

Eanes ISD leaders are responsible for building capacity. The ongoing measure of success is that leaders are moving DEI forward with staff, evidenced by a sustainable transition from a consultant model to local ownership. Surveys, focus groups and climate conversations will measure belonging and inclusivity for students and staff, also establishing and communicating that expectation.

HILL COUNTRY MIDDLE SCHOOL ACTION (what and when)

Hill Country Middle School will promote a culture of diversity, equity and inclusion and create a climate of respect and acceptance for all. We will educate students and staff on diversity and inclusion, staff will look for ways to integrate diverse resources into their curriculum where it occurs naturally, and students will be educated about and held accountable for the zero tolerance policy regarding harassment based on race, religion, culture or sexual orientation. Further, the staff will address any and all infractions of this policy through restorative measures aimed at making our school community more accepting of all.



HILL COUNTRY MIDDLE SCHOOL ACCOUNTABILITY (who and how)

Hill Country Middle School staff will receive relevant training on best practices in creating an inclusive culture in the classroom after receiving Lesson Cast training. Educational Partners will work with PLCs to help ensure a diverse approach to the curriculum is incorporated into our classrooms. Hill Country will be partnering with the UGLI Foundation to create and sustain an anti-bullying culture.

GOALS

- Expand Counseling Services
 - Apply evidence-based approaches to support the mental health, social well-being, resilience and academic growth of all students
 - Utilize the comprehensive school counseling program, curricular resources and community partnerships to increase awareness of student safety, including suicide prevention and access to supports and services
 - Expand opportunities for families in the areas of academic and mental health support
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DISTRICT ACTION (what and when)

As described in Texas Education Code (TEC) §33.005 and §33.006, the school counselor will work throughout the year with faculty and staff, students, parents, and the community to expand, plan, implement, and evaluate a comprehensive school counseling program (CSCP). The school’s CSCP will focus on the following four components: Guidance curriculum, individual student planning, responsive services, and system support.

DISTRICT ACCOUNTABILITY (who and how)

School counselors will enhance services designed to increase student wellness, improve academic performance, and increase participation in postsecondary education. School counselors support students in their academic, career, and social-emotional development. They help students achieve success in school, pursue post-secondary opportunities, and lead healthy, fulfilling lives.

HILL COUNTRY MIDDLE SCHOOL ACTION (what and when)

Hill Country Middle School Counselors will work with faculty and staff, students, parents, and the community to expand, plan, implement, and evaluate a comprehensive school counseling program (CSCP) to focus on guidance curriculum, individual student planning, responsive services, and system support.



HILL COUNTRY MIDDLE SCHOOL ACCOUNTABILITY (who and how)

Hill Country Middle School counselors will work to implement a GVC for classroom guidance this year. We will also integrate a shared Campus Based Therapist who will help with crisis intervention services.

GOALS

- Enhance Multi-Tiered Systems of Support
 - Streamline processes to increase consistency throughout the district in student support programs (SST, RTI, Dyslexia, §504, ESL) to promote early intervention
 - Incorporate data analysis into new screening and identification measures to better align instruction and services
 - Provide additional training for staff in supporting students with dyslexia, served through ESL and identified as twice exceptional



DISTRICT ACTION (what and when)

Multi-tiered systems of support are intended to meet the unique learning requirements and styles of all learners, including those with special needs. All students should receive Tier 1 supports. Tier 2 and Tier 3 supports are not intended to replace Tier 1 supports. At different points in their educational journey, any one student may need the supports in Tiers 2 and 3 and should have equitable access to these.

DISTRICT ACCOUNTABILITY (who and how)

All educators play a pivotal role in every aspect of multi-tiered systems of support. While multi-tiered systems of support are not a special education initiative, the framework supports all students, including students with unique needs. Therefore, all teachers, particularly special education staff, play an essential part in the design and development of the multi-tiered system of support across all grade levels in a student’s Eanes ISD experience.

HILL COUNTRY MIDDLE SCHOOL ACTION (what and when)

Hill Country Middle School will utilize evidence-based approaches, formative and summative data, along with SEL indicators to identify students in need of tiered support at a minimum of twice a month. Once identified through SST, interventions will be implemented within the classroom, during Advisory and through specialized intervention classes.



HILL COUNTRY MIDDLE SCHOOL ACCOUNTABILITY (who and how)

Hill Country Middle School has an SST that consists of CSS, administrators, teachers, LSSP, and counselors that meet weekly to discuss and evaluate the interventions that have been implemented. As the student progresses through the multi-tiered support systems the SST committee evaluates student progress through progress monitoring and data analysis. If a student fails to exhibit growth based on this analysis, a referral may be considered for additional services. EPs will work with teachers on their Tier I supports and specifically small group reteaching when necessary.

GOALS

- Uphold the Value of Special Education
 - Analyze and allocate resources, staff and instructional delivery models to promote efficiency within the special education program to ensure growth of students with disabilities
 - Expand curricular resources, research-based instructional strategies and assessment tools to enhance learning opportunities to ensure growth of students with disabilities
 - Address recommendations in the Special Education Department Action Plan
 - Provide opportunities in all extra and co-curricular activities for students with disabilities



DISTRICT ACTION (what and when)

Special Education is alternative instruction, support and services provided for students who have academic, behavioral, health, physical, or other unique needs beyond those met by traditional educational techniques. The purpose of special education is to enable students to grow to their fullest potential by providing a free appropriate public education designed to fit their unique and special needs throughout their Eanes ISD experience.

DISTRICT ACCOUNTABILITY (who and how)

Exceptional learners are everyone’s responsibility. Educators should design structures and systems with exceptional learners at the forefront. Teachers and support staff who work exclusively with exceptional learners are included in school-wide decision-making. In classrooms with co-teachers, both should be seen as leaders, and all teachers are held accountable for the academic growth of exceptional leaders. In addition, all leaders should be responsible for the growth of all students.

HILL COUNTRY MIDDLE SCHOOL ACTION (what and when)

Hill Country Middle School will continue to acknowledge the unique systems, roles, and specialization of the special education staff and students served. We will continue focusing on consistency in staff assignments and student placement to develop, enhance and maintain strong family-school partnerships. Special Education staff members will continue to be included in Tier I PLCs and serve as collaborative partners with all staff serving students in special education. Individual needs and plans, with an emphasis on specific TEKS and grade level curricula, will continue to enhance day-to-day instructional practices.



HILL COUNTRY MIDDLE SCHOOL ACCOUNTABILITY (who and how)

Hill Country Middle School will implement standards set by UDL (Universal Design for Learning) within all classroom settings to improve and optimize learning for all students. We will implement the Power of 2 with our collaborative teaching pairs to maximize their effectiveness. The special education coordinator will be utilized in a consulting and supportive capacity. These collaborative teams will meet twice per semester to review agreements and ensure student needs are being met. Further, the whole staff will receive training at the beginning of school regarding best ways to work with students who have accommodations. A special focus will be placed on behavioral accommodations.

GOALS

- Attract, invest in and retain top talent in all staffing areas; develop leadership strengths to support these efforts
- Create opportunities and benefits for staff to access wellness programs and social-emotional resources for themselves
- Increase means for conversation with, listening to and soliciting feedback from staff, students and community members
- Connect with key constituencies
- Offer wellness opportunities for families and the community through education and resources



DISTRICT ACTION (what and when)

The school district will focus on culture and compensation to attract, invest in and retain valuable employees. Family-school-community partnerships promote community involvement in education, with districts encouraging parental involvement, providing leadership opportunities, forming partnerships with local organizations and more. When staff, families and community members collaborate on behalf of learning, students improve their academic performance and gain advocates that promote their success, thus fostering an environment of excellence.

DISTRICT ACCOUNTABILITY (who and how)

Community engagement is a multi-responsibility where the school, families and the community actively work together, creating networks of shared investment for student success. Public and parental engagement is a tool that promotes civic well-being and strengthens the capacity of schools, families and communities to support young peoples' full development.

HILL COUNTRY MIDDLE SCHOOL ACTION (what and when)

Hill Country Middle School will continue to engage with its community partners to ensure a positive and productive learning experience for all students. Building on symbiotic relationships and consistent communication to authentically engage all stakeholders.



HILL COUNTRY MIDDLE SCHOOL ACCOUNTABILITY (who and how)

Hill Country Middle School staff will work directly with students, families, and community through regular open communication. Specifically, the principal will send a weekly newsletter to the community to share upcoming events and to celebrate together. Teachers will maintain an open line of communication with parents and students via email and phone conversations as needed.

GOALS

- Maintain a long-range plan for operational processes
 - Study potential budgeting and policy priorities
 - Analyze demographic, enrollment and transfer data to optimize resources, facilities and staffing
- Implement additional school safety and cyber-tech strategies to safeguard students, staff and resources
- Examine and re-evaluate budget priorities in preparation for or in response to evolving circumstances
 - Continue a multi-year strategic budgeting approach
 - Manage capital projects and plan for possible future bonds with community input
 - Explore collaborative or alternative fundraising and revenue generation strategies



DISTRICT ACTION (what and when)

Eanes ISD provides exceptional support to students, staff and community by maintaining schools, facilities and finances in a condition of operational excellence with responsibility to students, staff and stakeholders. The goal every year is to provide students with a physical learning environment that is safe, clean, attractive and functional, while supporting staff with exemplary resources - physical, fiscal and technological - thus promoting an overall commitment to excellence.

DISTRICT ACCOUNTABILITY (who and how)

Eanes ISD's operations and long-range planning process engages stakeholders – including students, parents, staff, business owners and community residents -- who are committed to the success of students as well as the school district. The ownership of those involved in the process yields both comprehensive plans grounded in educational next practice and the community's values, while also fostering partnerships to support the plan's implementation. Eanes ISD is a leading public educational institution because of this inclusive process and the resultant direction of continuous improvement efforts.

HILL COUNTRY MIDDLE SCHOOL ACTION (what and when)

Hill Country Middle School I will continue to work with our Assistant Superintendent of Operations, Jeremy Trimble, and our Maintenance and Operations team as we evaluate our current facilities and plans for improvements to current and future facilities in an effort to provide safe and clean learning environments for students and staff. We will continue to monitor our current projects as part of our current bond program and be proactive and progressive as we evaluate and plan for future bond opportunities and projects.



HILL COUNTRY MIDDLE SCHOOL ACCOUNTABILITY (who and how)

Hill Country Middle School will collaborate and communicate with M and O.