



PHARR-SAN JUAN-ALAMO Independent School District

Kennedy Middle School

2023 – 2024 Campus Improvement Plan



“Consistency and Persistence are the formula for Success!”

KENNEDY MIDDLE SCHOOL ADMINISTRATION AND LEADERSHIP TEAM

Dr. Abram Estrada – Principal

Christian Gonzalez – Assistant Principal

Rosalio Rodriguez – Dean of Instruction

Alma Martinez – Assistant Principal

Sandra Garcia – Instructional Coach

Gloria Castellanos, Head Counselor

Jessica Elizondo, Counselor

Ruby Valdez, Counselor

Judy Marmolejo, RLA Department Head

Jaclyn Benavides, Electives Department Head

Araceli Cantu, Math Department Head

Araceli Rodriguez, Science Department Head

Irene Flores Villarreal, Social Studies Department Head

Irene Zapata, Special Education Department Head

Marie Rosales, Librarian

Jose Luis Benavides, Head Custodian

Cruz Jimenez, Nurse

KENNEDY MIDDLE SCHOOL VISION

“At Kennedy Middle School our vision is that our students will be educated and inspired to acquire the values of respect and responsibility while ensuring that our students are college and career ready to become competitive global leaders.”

KENNEDY MIDDLE SCHOOL MISSION

“Kennedy Middle School will ensure that every student has an opportunity to maximize their full potential by providing a safe and nurturing environment where students can follow their academic goals and inspirations through innovative technology, multiliteracy opportunities, and extracurricular programs that will shape our students into becoming productive leaders of a global society.”

KENNEDY MIDDLE SCHOOL BELIEFS

We Believe In...

- **R**igorous Curriculum... We believe that effective schools are academically oriented which offer quality instructional programs, which include staff development geared towards college readiness.
- **A**chievement... We believe all students can achieve through hard work, dedication, and quality instruction.
- **Z**eal... We believe passion and enthusiasm are essential in a positive school environment.
- **O**pportunities... We believe in providing students with ample opportunities to showcase their skills and talents.
- **R**eadiness... We believe in providing research-based classroom strategies in order to equip the student with college-readiness standards.
- **B**eliefs... We believe in respecting individual ideas and promoting independent, higher-level thinking.
- **A**ssessment... We believe in evaluating students through state and district assessments, which in turn, will promote student achievement.
- **C**aring... We believe in providing a caring and nurturing learning environment.
- **K**nowledge... We believe that knowledge is a powerful tool for greater opportunities.

KENNEDY MIDDLE SCHOOL 2023- 2024

EXECUTIVE SUMMARY

Demographics Summary: As of August 2023-2024, Kennedy's total enrollment consists of 579 students. Our sub populations are 13.5% Special Education, 65% English Language Learners, 96.7% Economically Disadvantaged, and 4.1% Gifted and Talented. Most of our students are of a Hispanic background at 99%, and most of the students' home language is Spanish. Our students live in the South Pharr area, encompassing the surrounding area.

Comprehensive Needs Assessment Summary: In combination of Domains I, II, and III, Kennedy Middle School earned a report card grade of a B. **In Domain I**, the overall component score was 44%, approaches were at 69%, Meets was at 41%, and masters was at 23%. Kennedy received a rating of a C; however, we earned 3 out of 7 distinctions in the following areas: Science, Closing the Gap, and Post-Secondary Readiness. In **Domain II, Part A**, we earned a scale score of 78 with a rating of a C. In **part B**, we earned a scale score of 86 with a B rating. In reading, 6 out of the 7 indicators were met, and in math, 3 out of 7 indicators were met for growth. Last, in **Domain III**, the overall component score was 85%. In addition, we surpassed the target score of 36 for TELPAS (Texas English Language Proficiency Assessment System) by 10 percentage points, scoring 46%.

Curriculum and Instruction and Assessment: This year, 6th, 7th and 8th grade reading and math classes are in blocked periods (90) minutes. In addition, teachers use the Madeline Hunter's lesson plan model to develop, implement, and revise lessons in the core areas of math, reading, science, and social studies. Lesson plans are developed to intentionally include the Curriculum Instructional Strategies (CIF and WICOR) to improve students' skills in Reading, Writing, Listening, and Speaking. Moreover, because of the large number of Emergent Learners, vocabulary and annotation will be a focus in all classes to assist students in acquiring the English language and reading comprehension skills. Additionally, writing will be targeted through short constructed responses and exit tickets in all content areas.

Summary of Goals: To increase success in Domain I, we will implement reading and writing across the curriculum, including electives. Special Education students will also be targeted through tutoring, academies, and in-class instruction to increase their performance. The overall percentage of students meeting and mastering must increase in all areas; the majority are performing at the approaches level. In Domain II, our goal is to have every teacher conference with every individual and provide students with their target score for growth in math and reading. All Emergent Learners, continuously enrolled and non-continuously enrolled students will be monitored through the school year. And last, Domain III, overall, the gap between all student groups and ED population is low. We must increase the percentage of students receiving meets or masters in areas, especially in the areas of Special Ed and non-continuously enrolled. Moreover, to help students with their academic and personal needs, we implement Social and Emotional Learning once a week on Wednesdays. Kennedy believes that attending to students' emotional and development needs creates a safe place for teaching and learning.

COMPREHENSIVE NEEDS ASSESSMENT

Data Resources Reviewed

1. 2022-2023 STAAR (State of Texas Assessments of Academic Readiness) Performance Data
2. 2022-2023 Attendance
3. Discipline Referrals
4. PEIMS Demographics
5. Walk-through Data
6. Parental Involvement Data
7. Texas Teacher Evaluation and Support System
8. Professional Development Plan
9. Teacher Certifications
10. TELPAS Scores

COMPREHENSIVE NEEDS ASSESSMENT

Demographics

Demographics Summary:

Emergent Bilingual Learners (EBs):

The following sources from across the district were used to review the Dual Language/English as a Second Language (DL/ESL) Department data by the District Education Improvement Council: State of Texas Assessments of Academic Readiness (STAAR) results, Performance Based Monitoring Assessment System (PBMAS) and TELPAS indicators to determine strengths and needs of our EB students. The DL Department also worked closely with the human resources department to ensure that highly qualified teachers and instructional assistants were recruited, hired, and placed in the appropriate educational setting. Each curriculum and instruction central office administrator by campus type was also assigned an English Language and Spanish Language Development coach to enhance biliteracy. In addition, the DL Department was incredibly involved in the curriculum writing and revision for grades K-12 during the summer to address the needs of our EB students and align the curriculum between English and Spanish Language Arts that led to a more coherent and consistent bi-literacy program. Professional development was also coordinated with the curriculum and instruction department to ensure that all general education teachers utilize best practices that support the learning of EB students.

Needs:

As evidenced in the STAAR assessments, the results show an achievement gap as follows:

- In Reading, the achievement gap between EB and All students is 16%, all student group 49% compared to the EB student group 33%
- In Mathematics, the achievement gap between EB and All students is 13%, all student group 39% compared to the EB student group 26%.
- In Science, the achievement gap between EB and All students is 14%, all student group 44% compared to the EB student group 30%
- In Social Studies, the achievement gap between EB and All students is 5%, all student group 17% compared to the EB student group 11%
- The TELPAS Yearly Progress Indicator target was 36%, Kennedy scored a 46%, scoring 10% above the target score.

COMPREHENSIVE NEEDS ASSESSMENT

Demographics

Demographics Summary:

Economically Disadvantaged

The following sources from across the district were used to review the Economically Disadvantaged data by the District Education Improvement Council: State of Texas Assessments of Academic Readiness (STAAR) results, and System Safeguards to determine strengths and needs of our Economically Disadvantaged Students.

Needs:

As evidenced in the STAAR assessments, the results show an achievement gap as follows:

- In Reading, the achievement gap between Eco Dis and All students in the school year 2022-2023 is 3%
- In Mathematics, the achievement gap between Eco Dis and All students in the school year 2022-2023 is 2%
- In Science, the achievement gap between Eco Dis and All students in the school year 2022-2023 is 4%
- In Social Studies, the achievement gap between Eco Dis and All students in the school year 2022-2023 is 3%.

COMPREHENSIVE NEEDS ASSESSMENT

Overall, School Report Card Grade: B

Area Reviewed	Summary of Strengths	Summary of Needs	Priorities
<p>Domain 1: Student Achievement</p> <p>DID NOT MEET STANDARD</p>	<ul style="list-style-type: none"> My component score was a 45. Approaches was at 69% Meets was at 41% Masters was at 23% Rating of C Distinction received for Science. Distinction received for Closing the Gap Distinction received for Post Secondary Readiness 	<ul style="list-style-type: none"> Reading and writing across the curriculum/Electives Special Education in all content areas The overall percentage of students meeting or mastering must increase – majority at the approaches level. 	<p>Improve student learning outcomes in:</p> <ul style="list-style-type: none"> Writing in all grade levels Special Needs in all content areas
<p>Domain 2: School Progress</p> <p>MET STANDARD</p>	<ul style="list-style-type: none"> Part A: Academic Growth: Component score 79 and scale score 89. Rating of B Part B: Relative Performance: Component score 45 and Scaled score of 88. Rating of B. 3 out of 7 indicators were met. 	<p>Teachers need to conference with every individual and provide students with the score they need to score for maximum growth points.</p> <p>Math and Reading classes will be blocked for students to receive more targeted instruction to meet their goal.</p>	<ul style="list-style-type: none"> Address the needs of identified students to meet the academic growth measure in 2022-2023 in Reading & Mathematics in all grade levels. <p>Goal 93% or higher</p>

<p>Domain 3: Closing the Achievement Gap MET STANDARD</p>	<ul style="list-style-type: none"> • Overall Rating was a B. • The component score is an 85 and scaled score was 87. • We surpassed the target score of 36% for TELPAS by 10 percentage points. (Total score of 46%) 	<p>Overall, the gap between the all-student group and the Economically Disadvantaged population is low. We must increase the percentage of students receiving meets or masters in areas of Special Ed. and non-continuously enrolled.</p>	<p>Economically Disadvantage population group will receive additional support and intensive interventions in reading, writing, math, science, and social studies.</p> <p>Opportunities for students to use speaking and writing skills through collaboration will be implemented in all contents to enhance STAAR and TELPAS scores.</p> <p>Goal: Increase overall rating one letter grade to an A.</p>
<p>School Culture and Climate</p>	<ul style="list-style-type: none"> • Good student attendance • Collaborative Learning Communities with common planning periods • Students rewarded for Honor Roll • Culture and Climate Committee • Site Based Decision Making Committee • Literacy Committee • AVID Site Committee 	<p>Additional recognition and incentives for Honor Roll students. Continuation of PLC throughout school. Lunch detention development for students with discipline referrals.</p> <ul style="list-style-type: none"> • Recognition and incentives for Students who met their AR goal per six weeks. 	<ul style="list-style-type: none"> • Implementation of planning periods for all content areas. • Lunch Detention student's list per grade level • Monthly meeting held for all Committees including faculty and staff.
<p>Staff Quality, Recruitment, and Retention</p>	<ul style="list-style-type: none"> • Highly Qualified Staff • New Teacher Academy • T-TESS (Texas Teacher Evaluation & Support System) Evaluation Tool • Teacher Job Fair • Teacher of the month 	<ul style="list-style-type: none"> • Teacher certificates • Classroom observations – 10 a week • T-TESS observations per semester • Teacher's incentives 	<ul style="list-style-type: none"> • Classroom observations with feedback to teacher. • T-TESS Calendar and Schedule • Interviews/Certification/Resume • Recognition for students & staff

<p>Family and Community Involvement</p>	<ul style="list-style-type: none">• Neighborhood schools• New buildings/renovations• Communication in both English and Spanish• Parent Centers• Business Partnerships• Parental Volunteers are involved.• School wide events• Open house/Meet the Teacher• Block walk	<ul style="list-style-type: none">• Increase the number of parents that attend school functions or meetings.	<ul style="list-style-type: none">• Initiate parent academic conferences at all levels• Hold STAAR & TELPAS Meetings to educate parents about the state assessments.
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KENNEDY MIDDLE DEMOGRAPHICS

	ALL	MALE	FEMALE	SPED	LEP	M1	M2	MIGRANT	ECD	GT
Number	579	281	298	78	367	8	1	9	560	24
Percent	100%	49%	51%	13.5%	63.4%	1.4%	0.2%	1.6%	96.7%	4.1%

	ALL	HISPANIC	ASIAN	BLACK	WHITE	AMERICAN INDIAN/ALASKAN
Number	579	574	1	1	3	0
Percent	100%	99.1%	0.2%	0.2%	.5%	0%

KENNEDY MIDDLE DEMOGRAPHICS

Total Enrollment – 579

Percent	Kennedy
Hispanic	99.1%
Economically Disadvantaged	96.7%
EB	65%

**KENNEDY MIDDLE SCHOOL
STUDENT ACHIEVEMENT**

GOAL AREA I – Reading

Goal Area 1: Student Achievement – Reading Language Arts

Annual Goal: Students achieving at the meets level or above will increase from 53% to 68% as measured by the 2024 STAAR Reading Assessment.

Measurable Objective: The percent of students reading at/above grade level will increase by 5% as measured by STAR Reading Program.

Strategy	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/ Summative Assessment	Title-I School-wide Component
<p>Reading and writing will be implemented by all content teachers.</p> <p>ACE writing strategy will be implemented by all contents.</p>	<p>Administration Classroom Teachers Librarian</p>	<p>Library books Classroom Libraries MackinVIA STAR reading reports. Accelerated Reading</p>	<p>August 2023 – June 2024</p>	<p>Walkthroughs STAR Library Reports</p>	<p>Walkthrough Teacher feedback Library reports</p>	<p>Weekly Assessments CBA’s and Benchmark scores STAR Library reading Levels. Entry/Exit Tickets</p>	
<p>Accelerated Reader</p>	<p>RLA teachers Librarian</p>	<p>Library Books, E-Books</p>	<p>Sept. 8, 2023 – June 2024</p>	<p>AR Reports</p>	<p>Student Lexiles</p>	<p>Weekly Assessments, CBA’s and Benchmark scores</p>	
<p>Vocabulary development</p>	<p>All RLA teachers</p>	<p>Flocabulary</p>	<p>August 2023 – June 2024</p>	<p>Flocabulary Observations Lesson plans, Week at-a-glance</p>	<p>Student Lexile Assessments</p>	<p>Student reading Levels – STAR Reports</p>	
<p>Tutoring RLA After school, Saturday, Academies Annotation, A.C.E. Writing Strategies, WICOR, and CIF strategies</p>	<p>RLA Teachers Administration Librarian and RLA Teachers</p>	<p>Study Sync A.C.E. Writing Strategies STAAR Reading Passages Sentence Strips</p>	<p>October 2023 – June 2024 August 2023 – June 2024</p>	<p>Tutoring Logs Classroom Observations Student Annotation Samples</p>	<p>STAR Reading Levels STAAR Reading Levels</p>	<p>Flocabulary assignments and quizzes CBA’s, Benchmark Scores</p>	

MackinVIA/MyOn	All Teachers	Web site	August 2023- June 2024	Student AR Logs by six weeks	Reading Levels	STAR Reading Levels	
Gretchen Bernabe RLA Strategies	RLA Teachers	Professional Development	August 2023– June 2024	Teacher Certificates	Classroom Observations Lesson Plans	CBA’s, mini assessments, benchmark	
AVID Excel, WICOR, CIF Strategies	Tanya Reyes All teachers	Professional Development	August 2023 – June 2024	Master Schedule	Classroom Observations Lesson Plans	CBA’s, mini assessments, benchmark	
Individual Student Growth Plans	RLA teacher/Inclusion Teachers	DMAC Reports	August 2023 – May 2024	Student Progress Sheets	Classroom Observations Lesson Plans	CBA’s, mini assessments, benchmark	
Collect Student Artifacts	All Teachers	Lesson Plans, Week at a glance	August 2023 – May 2024	Student Artifacts	CLC Agendas	CBA’s, Benchmarks, and STAAR Results	
PD on differentiation instruction/A.C.E. Writing Strategy	All Teachers	PD Plan	August 2023	Teacher Certificates	Classroom Observations	Lesson Plans/Week at a Glance	
TELPAS/STAAR Parent Meeting	Administration	PowerPoint	<u>October 2023</u> and Feb.2024	Parent Sign in Sheets	Parent Awareness	TELPAS/STAAR Participation	
TELPAS Practice: Listening, Speaking, Reading, Writing	Ana Chavez/All Teachers	Summit K 12 Program	September 2023 – April 2024	Summit K12 participation	Classroom Observations	TELPAS Benchmark/ TELPAS Scores	

Professional Development – Writing to Learn	CLL/ Administration/ RLA Department Head	CIF Strategy Guidebook A.C.E. Writing Strategy	September 2023-May 2024	Lesson Plans and Classroom Observations	Student Writing Samples, Entry/Exit Tickets	CBA’s, Benchmark and STAAR Scores	
Student Writing Portfolios	RLA Teachers, RLA Administrator	Writing Portfolios, Student Progress Sheets	September 2023 – June 2024	Lesson Plans and Writing Portfolios	Student Writing Samples	CBA’s, Benchmark and STAAR Scores	
Provide Tutoring After school, Saturday, Academies	RLA Teachers	Study Sync Quizziz	October 2023 – June 2024	Tutoring Logs Lesson Plans	DMAC Reports, Student Writing Samples	CBA’s, Benchmark and STAAR Scores	

Goal Area 1 Action Steps: Reading

- Assess all students in library’s STAR & share results with all teachers.
- Register RLA teachers for professional development.
- Plan to provide professional development for teachers in annotation, WICOR, A.C.E. writing strategy, CIF Strategies, and Close Reading
- Professional Learning Community scheduled every Tuesday.
- Create tutoring schedule

Goal Area 3: Mathematics

Goal Area 1: Student Achievement: Mathematics

Annual Goal: Students achieving at the meets level or above will increase from 74% to 81% as measured by the 2024 STAAR Math Assessment.

Measurable Objective: 100% of students will improve their mathematical skills with weekly assessments throughout the school year.

Strategy	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/Summative Assessment	Title-I School-wide Component
TI-NSpire Calculators	Math Administrator/CIT	Calculators	September 2023 – June 2024	Classroom Observations	Weekly Assessments	CBA's, Benchmarks, and STAAR	
Math Tutoring After school, Saturday, Academy	Math Teachers Administration	Go Math Resources Nearpod Quizzes	October 2023 – June 2024	Lesson Plans Student Logs	Weekly Assessments	CBA's, Benchmarks, and STAAR	
Imagine Math/IXL/Edulastic	Teachers Paraprofessional	Computer Lab, IXL, Edulastic program	November 2023 – June 2024	Imagine Math Reports	Weekly Assessments	CBA's, Benchmarks, and STAAR	
Individual Student Growth Plans	Math & Inclusion Teachers	DMAC Reports	August 2023 – September 6, 2024	Student Progress Sheets	Classroom Observations	Student Daily Attendance	
Student Artifacts	Math Teachers	Lesson Plans	August 2023 – May 2024	Student Artifacts	CLC Agendas	CBA, Benchmarks, STAAR Results	

Implementation of WICOR, CIF, Short constructed response Writing Strategy, AVID excel strategies.	All teachers, Tanya Reyes	Lesson Plans	August 2023 – May 2024	Student Artifacts	Classroom Observations	CBA, Benchmarks, STAAR Results	
PD on differentiation instruction/ word walls/ A.C.E. Writing Strategy, sustainability strategies/conceptual/procedural	Math Teachers	PD Plan	September 2023	Teacher Certificates	Classroom Observations	CBA, Benchmarks, STAAR Results Lesson Plans/Week at a Glance	

Goal Area 3 Action Steps:

- Plan to provide math teachers with professional development in differentiation with the focus on sub-population-Special Education, 504 and EB's
- Order additional calculators for school year
- Plan to provide professional development for teachers in annotation, WICOR, CIF Strategies, A.C.E. writing strategy and Close Reading
- Professional Learning Community scheduled every Tuesday.
- Create tutoring schedule

Goal Area 4: Science

Goal Area 1: Student Achievement: Science

Annual Goal: Students achieving at the meets level or above will increase from 43% to 50% as measured by the 2024 STAAR Science Assessment.

Measurable Objective: 100% of students will improve science skills with weekly assessments throughout the school year.

Strategy	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/ Summative Assessment	Title-I School-wide Component
Annual South Texas STEM summit	Science Teachers	Registration Forms	May 2024	Classroom Observations, Lesson Plans	Weekly Assessments	Curriculum quizzes, Benchmarks, and STAAR/EOY 6 th &7 th Curriculum quizzes, Benchmarks, and STAAR, and STAAR/EOY 6 th &7 th Curriculum quizzes, Benchmarks, and STAAR, and STAAR/EOY 6 th &7 th	
STAAR Ready Science Material	Science Teachers	Booklets	October 2023 – June 2024	Classroom Observations, Lesson Plans, Edulastic platform	Weekly Assessments		
Scientific Experimentations	Science Teachers	Science Lab Materials	October 2023 – June 2024	Classroom Observations, Lesson Plans, Week at a glance	Weekly Assessments		
Interactive Science Anchor Charts Tri-Panels	Science Teachers	Posters	September 2023 - June 2024	Classroom Observations	Weekly Assessments		
Science Tutoring/Pull-outs After school,	Science Teachers	Fusion	November 2023 – June 2024	Student Logins, Lesson Plans, Tutoring Calendar	Weekly Assessments		

<p>Saturdays, Academies</p> <p>PD on differentiation instruction/word walls</p>	<p>Instructional coach</p>	<p>PD Plan</p>	<p>September 2023</p>	<p>Teacher Certificates</p>	<p>Classroom Observations</p>	<p>Curriculum quizzes, Benchmarks, and STAAR, and STAAR/EOY 6th&7th</p> <p>Curriculum quizzes, Benchmarks, and STAAR, daily attendance, and STAAR/EOY 6th&7th</p> <p>Lesson Plans/Week at - a - glance</p>	
<p>Sustainability goals</p>	<p>Science Teachers Instructional coach Administration</p>	<p>Posters</p>	<p>September 2023-June 2024</p>	<p>Lesson plans, observations, planning</p>	<p>Classroom observations</p>	<p>Lesson Plans/Week at - a - glance</p>	
<p>A.C.E. Writing Strategy</p>	<p>Science Teachers Instructional coach Administration</p>	<p>ACE poster, ACE sentence frames</p>	<p>September 2023-June 2024</p>	<p>Lesson plans</p>	<p>Weekly writing</p>	<p>Student writing portfolio</p>	

Goal Area 4 Action Steps: Science

- Plan for Professional Development
- Create lesson plans for scientific experiments/manipulatives.
- Plan to provide professional development for teachers in annotation, WICOR, CIF Strategies, A.C.E. writing strategy, and Close Reading
- Professional Learning Community scheduled every Tuesday.
- Create Tutoring Schedule/Academies
- PLC best practices
- Edulastic platform

Goal Area 5: Social Studies

Goal Area 1: Student Achievement: Social Studies

Annual Goal: Students achieving at the meets level or above will increase from 17% to 30% as measured by the 2024 STAAR Social Studies Assessment.

Measurable Objective: 100% of students will improve social studies skills with weekly assessments throughout the school year.

Strategy	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/Summative Assessment	Title-I School-wide Component
Mastering 8 th Grade TEKS	Social Studies Teachers Administration	Booklets	September 2023	Classroom Observations Lesson Plans	Weekly Assessments	Curriculum quizzes, Benchmarks, and STAAR	
UT PACT project: Promoting adolescents' comprehension of text.	8 th grade Social Studies teachers	Booklets, Assessments, Surveys, Lessons	September 2023- December 2023	Classroom Observations Lesson Plans	Pre and post assessment, Weekly assignments, Observations	Pre and Post assessment, Unit assessments	
Sirius 8 th Grade STAAR Preparation	Social Studies Teachers	Booklets	September 2023	Classroom Observations, Lesson Plans	Weekly Assessments	Curriculum quizzes, Benchmarks, and STAAR	
Primary Source Read	Social Studies Teachers	Booklets Posters	October 2023 – June 2024	Classroom Observations, Lesson Plans	Weekly Assessments	Curriculum quizzes, Benchmarks, and STAAR	
Social Studies Tutoring	Social Studies Teachers				Weekly Assessments	Curriculum quizzes, Benchmarks, and STAAR	

After school, Saturdays, Academies	Social Studies Teachers	Booklets	October 2023 – June 2024	Classroom Observations	Weekly Assessments	Curriculum quizzes, Benchmarks, and STAAR	
PD on differentiation instruction/word walls	Administration	STAAR booklets	September 2023-June 2024	Student Logins, Lesson Plans, Tutoring Calendar	Weekly Assessments	Curriculum quizzes, Benchmarks, and STAAR Walkthroughs	
Nearpod	Social Studies Teachers	PD Plan	September 2023	Classroom Observations	PD Sign in Sheets		
Interactive Student Notebook	Social Studies Teachers	Technology	September 2023-June 2024	Classroom Observations/Lesson Plans	Weekly Assessments	Lesson Plans/Week at a glance	
McGraw Hill	Social Studies Teachers	Booklet	September 2023-June 2024	Classroom Observations/Lesson Plans/Week at a glance	Weekly Assessments	Curriculum quizzes, Benchmarks, and STAAR	
District Created Review	Social Studies Teachers	Booklet	September 2023-June 2024	Classroom Observations/Lesson Plans/Week at a glance	Weekly Assessments	Curriculum quizzes, Benchmarks, and STAAR	
		Booklet	September 2023-June 2024	Classroom Observations/Lesson Plans/Week at a glance	Weekly Assessments	Curriculum quizzes, Benchmarks, and STAAR	

A.C.E. Writing Strategy	All Teachers Instructional coach Administration	ACE poster, ACE sentence frames	September 2023-June 2024	Lesson plans	Weekly writing	Student writing portfolio	
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Goal Area 5 Action Steps: Social Studies

- Plan for Professional Development
- Create lesson plans for Social Studies
- Plan to provide professional development for teachers in annotation, WICOR, CIF Strategies, A.C.E. writing strategy, and Close Reading
- Professional Learning Community scheduled every Tuesday.
- Create Tutoring Schedules
- Purchase STAAR formatted materials

KENNEDY MIDDLE SCHOOL
Special Populations

Goal Area 6: Special Populations

Goal Area 6: Special Population Goals and Strategies

Annual Goal: The gap between special populations will decrease by 10% points as measured by the STAAR Reading, Math, Science, and Social Studies exams.

Measurable Objective: The gap between the all-student group and special populations will decrease by 10% throughout the school year.

Strategy	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/ Summative Assessment	Title-I School-wide Component
<p>Include supplemental aids, ELPs strategies in the curriculum guides to enhance the overall instructional program such as but not limited to:</p> <ul style="list-style-type: none"> • Dictionaries/ • Thesauruses • Nonlinguistic Representation Activities • Frayer model • Interactive Word Walls • Thinking Maps • Graphic Organizers • Lexia • Imagine Learning • Avid • A.C.E. Strategy 	<p>District Content Coordinators All teachers</p>	<p>District Curriculum</p>	<p>September 2023 – June 2024</p>	<p>Lesson plans Strategies imbedded in district curriculum.</p>	<p>Narrowing the achievement gap between the all-student group and special population</p>	<p>CBA's, Benchmarks, STAAR, TELPAS</p>	

Monitor the progress of all students including special population students, EB's, migrant, 504, dyslexia through district formative assessments.	All teachers Administration	DMAC Reports	September 2023 – June 2024	Individual Student Progress Logs	Weekly Assessments	Report Cards CBA's, Benchmarks, STAAR, TELPAS	
Monitor the implementation of ELP strategies to accelerate the progress of EB's.	All Teachers Administration	Internet web sites	September 2023 – June 2024	Lesson Plans, Classroom Observations, Week at a glance	Daily Assignments Weekly Assessments	Report Cards CBA's, Benchmarks, STAAR, TELPAS	
Serve the academic and social needs of subgroups through SEL, tutorials, counseling services, and school organizations.	All Teachers, Administration, Counselors	SEL Curriculum/ STAAR Materials	August 2023 – June 2024	Tutorial and Counseling logs Participation rates and rosters.	Discipline Reports, Report Cards, Parent Conferences	CBA's, Benchmarks, STAAR, TELPAS	
Monitor student progress by conferencing with Special populations and goal setting.	All teachers	Individual Progress Logs, DMAC Reports	August 2023 – June 2024	Lesson Plans, Classroom Observations, Week at a glance	Report Cards	CBA's Benchmark, STAAR, TELPAS	
Distribution of accommodations for Special needs, Dyslexic, and 504 students	Diagnostician, Inclusion Teachers	Individual Education Plans	September 2023 – June 2024	Lesson Plans, Classroom Observations, Week at a glance	Daily Assignments and Weekly Assessments	CBA's Benchmark, STAAR, TELPAS	

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Goal Area 6 Action Steps: Special Populations

- Distribute IEPs to all teachers.
- Train all teachers in Social and Emotional Learning
- Analyze STAAR data for individual goal setting.
- Plan to provide professional development for teachers in annotation, WICOR, CIF Strategies, A.C.E. writing strategy, and Close Reading
- Professional Learning Community scheduled every Tuesday.
- Create tutoring schedule

KENNEDY MIDDLE SCHOOL
Improve Safety, Culture and Climate
Including Safety & Violence Prevention

Goal Area 7: Improve Safety, Culture and Climate – Including Safety & Violence Prevention

Goal Area 7: Improve Safety, Culture and Climate – Including Safety and Violence Prevention

Annual Goal: 100% of all faculty and staff will be trained to assist students and provide a safe learning environment.

Measurable Objective: Number of referrals regarding bullying will decrease by 5% quarterly.

Strategy	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/Summative Assessment	Title-I School-wide Component
Public Health Training	Faculty and Staff	Online Module	August – September 2023	Teacher Certificates	Implementation of Safety Protocols	Teacher Completion list	
Professional Development Bullying, Cyber Bullying, Sexual Harassment, David and Lianna’s Law	Faculty and Staff Administration	Power Point	August 2023	Teacher Certificates	Discipline Referrals, Implementation of Protocols	Sign in Sheets	
Suicide Prevention	Faculty and Staff Dr. Orlando Noyola	Online Modules	August 2023 - September 2023	Teacher Certificates	Implementation of Protocols	Sign in Sheets	
Culture and Safety Committee	Faculty and Staff Volunteers	TEAMS and School Facilities	September 2023 – June 2024	Sign-in Sheets Minutes of Meeting	Implementation of School Activities	Attendance & Participation of School Functions	
Emergency Procedure Manual	Administration	Manual	August 2023	Teacher Sign-in logs	Implementation of Safety Protocols	Drills and Documentation	

Teacher Handbook	Administration	Handbook/ PowerPoint	August 2023	Teacher Sign-in logs	Professional Code of Conduct	Teacher Documentation	
School Behavioral Threat Committee	Administration	Guidebook	August 2023- May 2024	Teacher Sign-in logs/Meeting Agendas	Implementation of Safety Protocols	Minutes	

Goal Area 7 Action Steps: Improve Safety, Culture and Climate – Including Safety & Violence Prevention

- Plan for Professional Development – Back to School Training
- Create Meeting Calendar for Culture and Safety Committee
- Create School Behavioral Threat Committee

KENNEDY MIDDLE SCHOOL

Goal 8: Increase Staff Quality, Recruitment and Retention

Goal Area 8: Increase Staff Quality, Recruitment and Retention

Goal Area 8: Increase Staff Quality, Recruitment and Retention

Annual Goal: 100% of all teachers will meet the highly qualified requirements.

Measurable Objective: 100% of all teachers will be retained for the following year.

Strategy	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/ Summative Assessment	Title-I School-wide Component
Provide continuous opportunities to refine and perfect teacher skills in given area: Understanding/ Unpacking the TEKS, STAAR Strategies, Holistic Scoring, Effective Writing Strategies, Learning Styles, Critical Thinking, CIF Strategies, Questioning Technique, Teaching Strategies, Math Mentor, Math, Reading, Science, Social Studies Literacy across the curriculum, Professional growth, Students with special needs, Accommodations/ modifications, Supplementary aids, IEPs, Requirements for related services, Inclusion, Sheltered Instruction Strategies, Classroom Management,	Administration, Dept. Chairs, Supervisors, Consultants, District Coordinator, Teachers	District Directives, District Coordinators, Campus Administrators Region 1 In-services, Manuals, Supplemental Materials, Resource Materials	August 2023 –	Quality Instruction Teacher Enthusiasm, Student Attained Levels of Excellence, Formal/Informal Evaluations, Classroom Observations, Student Achievement Rating, Improved Learning, T-TESS	Quality Instruction, Teacher Enthusiasm, Improved learning, Student Achievement Rating, Building Leadership Capacity	STAAR, Weekly assessments, TELPAS, Report cards, CBAs, and Benchmarks	

<p>Monitoring New Teachers, Curriculum Alignment, Gifted and Talented Training, AVID Strategies</p> <p>Provide continuous opportunities to refine and perfect teacher skills in given area: Cooperative Learning Strategies, Algebra Mentor, Thinking maps, Vertical Teaming, Conflict Resolution, Bullying, Sheltered Instruction Strategies, Science Conference, CAST, G/T TAGT, Region 1 Technology Conference, Region 1 ESC, Mentor Program New Teachers, Technologies HESTEC, Gifted & Talented,</p> <p>Attract/Employ Qualified Staff by: Attending District/UTRGV Job Fairs, Provide Staff incentives, District Web Page</p> <p>Retain highly qualified teachers by providing teacher mentors, classroom</p>	<p>Administration, Dept. Chairs, Supervisors, Consultants, District Coordinator, Teachers</p> <p>Administration, Human Resources, Mentor Teachers</p>	<p>District Directives, District Coordinators, Campus Administrators Region 1 In-services, Manuals, Supplemental Materials, Resource Materials</p> <p>District, UTRGV, Region 1 ESC</p> <p>District UTRGV Region 1 ES</p>	<p>August 2023 – June 2024</p> <p>August 2023 –</p> <p>August 2023 – June 2024</p>	<p>Quality Instruction Teacher Enthusiasm, Student Attained Levels of Excellence, Formal/ Informal Evaluations, Classroom Observations, Student Achievement Rating, Improved Learning, T-TESS</p>	<p>Quality Instruction, Teacher Enthusiasm, Improved learning, Student Achievement Rating, Building Leadership Capacity</p>	<p>STAAR, weekly assessments, CBA’s, Benchmarks, report cards</p> <p>STAAR, weekly assessments, CBA’s, BM’s</p>	
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<p>management training, Socialization Opportunities, and a positive school climate.</p>	<p>Administration, Human Resources Mentor Teachers</p>			<p>Highly Qualified Status Form, Turn Over Rates</p>	<p>Quality Instruction, Teacher Enthusiasm, Improved learning, Student Achievement Rating, Building Leadership Capacity</p>	<p>STAAR, weekly assessments, CBA's, BM's</p>	
<p>Teacher of the Month</p>	<p>Administration</p>	<p>School Website</p>	<p>August 2023 – June 2024</p>	<p>Highly Qualified Status Form, Turn Over Rates</p>	<p>Quality Instruction, Teacher Enthusiasm, Improved learning, Student Achievement Rating, Building Leadership Capacity</p>		
<p>Teacher classroom Observations</p>	<p>Administration</p>	<p>District Walkthrough Portal</p>	<p>August 2023 – May 2024</p>	<p>Highly Qualified Status</p>	<p>Weekly Observation Totals Teacher Performance Levels</p>	<p>CBA, Benchmark, and STAAR results</p>	
		<p>T-TESS Evaluation</p>					

Goal Area 8 Action Steps: Increase Staff Quality, Recruitment and Retention

- Verify teacher certifications.
- Assign mentors to new teachers.
- Conference with teachers for support
- T-TESS training
- Teacher Incentives for Recognition

KENNEDY MIDDLE SCHOOL
Parental Involvement

Goal Area 9: Parental Involvement

Goal Area 9: Improve Parental Involvement

Annual Goal: Increase the number of parents participating in school activities through the school year.

Measurable Objective: Parental Involvement will increase by 10% by the end of the school year.

Strategy	Persons Responsible/Title	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Formative/Summative Assessment	Title-I School-wide Component
<p>Campus will form a Parental Advisory Committee (PAC) Committee. The Parent Educator will schedule monthly meetings to distribute pertinent information.</p>	Parent Educator	School Information Teams School Facilities	August 2023– June 2024	Sign-In sheets Meeting Agendas	Increase in Parental Involvement School Activities	Parent Surveys	
<p>Campus will formulate strategies to Bridge the School Community to the Home Community and Community at Large to maintain Communication With the home and the Community through the following means: Phone Calls, Home Visits, Progress Report, Correspondence, Report Cards, Parent</p>	Parent Educator Administration Teachers, Administration		August 2023 – June 2024	Sign-In sheets Meeting Agendas	Increase in Parental Involvement School Activities	Parent Surveys	

Conferences, Team Conferences, School Announcements , Meet the Teacher Night, SBDM, PAC, Partnerships, Web Page Home, Monthly Meetings, Campus Messenger							
Meet the Teacher	Teachers and Administration	School Campus	September 2023	Parent Sign-In	Increase in Parental Involvement	Documentation of Parents Present	
Open House	Teachers and Administration	School Facilities	March 2024	Parent Sign-In	Increase in Parental Involvement	Documentation of Parents Present	
TELPAS/STAAR Meeting	Teachers and Administration	School Facilities TELPAS/ STAAR Individual Reports	December 2023	Parent Sign-In Sheets	Increase in Parental Involvement	Documentation of Parents Present Parent Survey	

Goal Area 7 Action Steps: Science

- Schedule parent monthly meetings
- Create agendas for parent meetings.