



HILL COUNTRY
MIDDLE SCHOOL

2025-26

Campus Improvement Plan

INSTRUCTIONAL PRIORITY: FOCUS ON SUCCESS FOR ALL STUDENTS

Strategic Objective 1: Academic growth through high-quality instruction

Strategic Objective 2: Exploratory opportunities and a variety of pathways to increase post-secondary options

Strategic Objective 3: Targeted identification, intervention and supports based on student need

Goal	Activity	Timeline	Responsible Person(s)	Resources	Measurement, Evaluation, Documentation or Evidence
1 A	Continue to integrate a PLC Strategic Implementation Guide (SIG) into the PLC process to support teachers in instructional clarity, alignment and coaching support	2025-2026	Instructional Coaches Campus Administrators Professional Learning Communittees	District SIG Document Scope & Sequence Unit Guidelines	Formative: Use SIG as the core structure for PLCs with a sub-goal of emphasizing High-Quality Assessments (HQA). - PLC Agendas & Teacher reflections and PLC documentation - SIG Quarterly Review
					Summative: 60% of PLCs will demonstrate proficiency per SIG rubric.
1B	Embed the thoughtful use of technology within the PLC process to promote and support improving students' usage of technology in order to communicate, collaborate, think critically, and create	2025-2026	Instructional Coaches Campus Administration Professional Learning Communittees	SAMR Framework Professional Development Instructional Coaching Sessions	Formative: SAMR framework embedded into PLC Agendas Teachers will implement the "Cougars UnPlugged Initiative," emphasizing the thoughtful use of technology and high-impact learning strategies to improve student achievement.
					Summative: HCMS will demonstrate growth from the BOY baseline as measured by SAMR walkthrough data collection form.
1 C	Effectively implement the Texas Teacher Evaluation and Support System (T-TESS) to foster teacher growth, improve instructional practices, and support student success through a collaborative and reflective evaluation process	2025-2026	Department of Teaching & Learning Campus Administration	Region 13 Training T-TESS Resource Documents	Formative: Use T-TESS goal setting, walk-throughs, and PLC alignment to guide ongoing feedback and evaluation as part of the Teacher Incentive Allotment (TIA)
					Summative: End-of-year conferences Teacher self-assessments Student Growth Measures (SGMs) T-TESS rubric ratings Calibration tools Teacher Self-Assessment Data from TIA

2 A	Empower students to develop leadership skills by establishing student leadership cohorts at each grade level, grounded in the Leader in Me framework. These cohorts will provide opportunities for students to practice the 7 Habits, take initiative, collaborate with peers, and contribute meaningfully to school culture and decision-making.	2025-2026	Campus Administration Grade Level Cohort Advisors HCMS Staff Counselors Students	Leader in Me Resources Mentoring for Students	<p>Formative: Student-led lessons Student reflection journals Feedback surveys</p> <p>Summative: Completion of LIM Scope & Sequence Lessons Student self-assessment + reflection Staff and peer feedback forms Recognition data (e.g., PAWS Applause, shout-outs, or student-nominated awards for leadership)</p>
2C	Build a culture of wellness and support desirable to current and prospective employees.	2025-2026	Campus Administration Instructional Coaches Counselors Staff	Professional Development Cougar Care Committee Leader in Me	<p>Formative: Staff Surveys, Professional Development Exit Tickets, Department Meetings, Faculty Meetings, Department Chair Meetings & Cougar Care Committee Events</p> <p>Summative: Thought Exchange Leader in Me MRA</p>
2 C	Ensure staff feedback is actively gathered, acknowledged, and used to inform daily decisions and shape short- and long-term campus goals by leveraging interactive technology tools for timely, actionable input.	2025-2026	Campus Administration Instructional Coaches Campus Leadership Team Staff	Google Forms LIM MRA Survey PD Exit Tickets The Cougar Call	<p>Formative: Professional Development Exit Tickets Instructional Coaching Sessions Staff Surveys</p> <p>Summative: Leader in Me MRA Survey in Fall & Spring ThoughtExchange Summative Conference Discussions</p>
3A	Implement action steps from the ESSA Talent Plan to decrease achievement gaps in TEA defined target groups, specifically African-American students and those new to Eanes ISD	2025-2026	Campus Administrators Student Support Team Counselors Staff	Title I NSOE information Region 13 Technical Assistance Lead4ward Instructional Best Practice Guidelines and UDL Guidelines	<p>Formative: STAAR Data MAP Data Teacher Feedback Student Grades OnData Suite</p> <p>Summative: 10% or less achievement gap in any TEA defined target group</p>

INSTRUCTIONAL PRIORITY: Safe and Inclusive Schools and Communities

Strategic Objective 1: Educational experiences and a district culture based on positive character traits and personal skills

Strategic Objective 2: Safe physical and online environments

Strategic Objective 3: A district culture of lifelong wellness and balance through cultivation of healthy habits, personal responsibility and resilience

Goal	Activity	Timeline	Responsible Person(s)	Resources	Measurement, Evaluation, Documentation or Evidence
3A	Continue to use a consistent and inclusive feedback system involving students, staff, and parents to guide campus decision-making and improve school services. Utilize tools such as surveys, interactive technology platforms, and feedback meetings to collect, analyze, and act on input in meaningful ways.	2025-2026	Campus Administration Instructional Coaches Students Staff Parents LIM Coaches Booster Club	Google Forms Padlet HCMS Charter Student Leadership Team Focus Groups	<p>Formative: Cougar Call PD Exit Tickets CLT & Department Chair Meetings</p> <p>Summative: Earn 80 or above on the Leader in Me Measurable Results Assessment (MRA) in the areas of Leadership, Culture, and Academics, specifically Student Leadership.</p>
3 B	Educate students, staff, and parents about mental health and wellness, including suicide prevention by providing opportunities for students and staff to engaged in learning	2025-2026	Campus Administration Instructional Coaches Campus School Counselors School-Based Therapists	Erika's Lighthouse Leader in Me Counselor Training Westlake Watch Inclusivity Lessons	<p>Formative: Student assemblies, student programs/events, or activities developed, delivered, or organized by campus or district staff, or provided by third party organizations, flyers, handouts, slide decks; Quarterly Parent Education Nights that supports families in navigating the unique academic, social, and emotional needs of middle school students</p> <p>Summative: Participation of community, estimated attendance counts, informal/formal survey results or exit tickets</p>
4C	Promote a sense of belonging and connection at HCMS by sharing the unique stories, traditions, and perspectives of students, staff, and families. Weekly highlights will be featured in social media posts, the Principal's Newsletter, and HCMS announcements to recognize individuals and programs that reflect the rich experiences that shape our campus culture.	2025-2026	Campus Administration Student Leadership Team Cougar Cares HCMS Staff	Principal Newsletter Campus Announcements Social Media Platforms World Culture Day HCMS C.A.R.E.S. Team Culture Corner Pep Rally ESL Teacher Spotlight and Community Celebrations Hometown Heroes 50th Anniversary Celebrations	<p>Formative: Track number and frequency of weekly highlights posted; Monitor variety of individuals and perspectives featured (students, staff, programs); Collect informal feedback from students and staff on visibility and impact; Student leadership reflections on featured content and community feedback</p> <p>Summative: 90% of social media posts over the course of the year will include weekly highlights</p>
4C	Provide Tier 2 support in group counseling in areas of identified needs by students, staff and/or parents	2025-2026	Campus Administration Campus School Counselors School-Based Therapists	Title IV funds District personnel Community Organizations and Parents	<p>Formative: Student Needs Assessment (beginning of the year) Semester Student Groups</p> <p>Summative: T-TESS Evaluations Counselor Feedback & Tracking (SST)</p>