

# **Waco Independent School District**

## **Tennyson Middle School**

### **2025-2026 Improvement Plan**



# Mission Statement

At Tennyson Middle School we believe our duty is to educate the whole child by expecting, modeling, and reinforcing both social-emotional and academic development in a consistently positive environment.

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# Goals





**Goal 1:** Learning and Development: Ensure strong, innovative, educational experiences and supportive learning environments for all students.

**Performance Objective 1:** Increase student achievement in math by implementing engaging, hands-on instructional strategies and providing targeted interventions to ensure all students experience success in a supportive learning environment.

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** TCA data

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Use data to identify student learning gaps in math and provide small-group instruction, hands-on learning activities, and regular progress monitoring to close gaps and improve student confidence and achievement. <b>Strategy's Expected Result/Impact:</b> Increase student performance on standardized test. <b>Staff Responsible for Monitoring:</b> All key stakeholders: Teachers, ISs, and administrative staff  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Implement daily small-group math instruction and hands-on learning activities using manipulatives, visual models, and real-world problem-solving tasks, with regular progress checks to adjust instruction based on student needs. <b>Strategy's Expected Result/Impact:</b> Increase student understanding and of math problems and thus improve student performance on standardized test. <b>Staff Responsible for Monitoring:</b> All key stakeholders: Teachers, ISs, and administrative staff	Formative		
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**Goal 1:** Learning and Development: Ensure strong, innovative, educational experiences and supportive learning environments for all students.

**Performance Objective 2:** Curriculum: Evaluate, design, and develop a vertically and horizontally aligned curriculum.





**High Priority**

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Maintain a vertically and horizontally aligned curriculum. <b>Strategy's Expected Result/Impact:</b> Increase in student academic growth as measured by: TCAs, report cards, progress reports, iReady data, PLC Meetings, MTSS-progress monitoring data sheets, SLO with TEKS focus <b>Staff Responsible for Monitoring:</b> RTI Coordinator, Testing Coordinator, Assistant Principals, Principal  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Monitor the use of best instructional practices in the classroom and ensure accountability to follow vertically and horizontally curriculum. <b>Strategy's Expected Result/Impact:</b> Increase in student academic growth as measured by: TCAs, report cards, progress reports, iReady data, PLC Meetings, MTSS-progress monitoring data sheets, SLO with TEKS focus <b>Staff Responsible for Monitoring:</b> RTI Coordinator, Testing Coordinator, Assistant Principals, Principal  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative		
	Oct	Jan	May

Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Purchase the NuMinds curriculum, a high-quality enrichment program, to support student learning for our GT students. <b>Strategy's Expected Result/Impact:</b> Enhance student engagement, critical thinking, and interdisciplinary learning through project-based and enrichment-focused instruction. <b>Staff Responsible for Monitoring:</b> Principal, AP assigned to ATLAS/GT program, and teachers.  <b>Title I:</b> 2.51, 2.52, 2.53 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments	Formative		
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**Goal 1: Learning and Development:** Ensure strong, innovative, educational experiences and supportive learning environments for all students.

**Performance Objective 3: Student Opportunities:** Evaluate current student offerings and explore new student opportunities.





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Implementing and increasing opportunities for students to pursue their passions and non-academic interests. <b>Strategy's Expected Result/Impact:</b> Increase student engagement and involvement through opportunities such as: clubs, electives, UIL, library, technology, tutorials, WIN, PTA Nights/Experiences, field trips, Fine Arts, and other electives <b>Staff Responsible for Monitoring:</b> Librarian, Grade-Level Leaders, Campus Administration  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Create a student interest survey to find out what programs, clubs, or activities students want, then use the results to add or improve offerings. <b>Strategy's Expected Result/Impact:</b> Increase student engagement and involvement through opportunities such as: clubs, electives, UIL, library, technology, tutorials, WIN, PTA Nights/Experiences, field trips, Fine Arts, and other electives <b>Staff Responsible for Monitoring:</b> Librarian, Grade-Level Leaders, Campus Administration  <b>TEA Priorities:</b> Connect high school to career and college	Formative		
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**Goal 1:** Learning and Development: Ensure strong, innovative, educational experiences and supportive learning environments for all students.

**Performance Objective 4:** Programs: Evaluate programs that serve identified populations and create opportunities tailored to student needs.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Ensure compliance to support standards and best practices for identified populations. <b>Strategy's Expected Result/Impact:</b> Increased academic performance and growth for students served through special programs: SPED/504, GT, and ESL <b>Staff Responsible for Monitoring:</b> Campus SPED Coordinator, ESL Teacher, Campus Administration  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Hire highly qualified Math tutors for AVID students supporting mid-level learners <b>Strategy's Expected Result/Impact:</b> Increased TCA , interim assessments, STAAR scores <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- Targeted Support Strategy - Additional Targeted Support Strategy</b> <b>Funding Sources:</b> Baylor degreed students - State Compensatory Education - 199.11.6125.00.044.30.000, Certified/retired teachers - State Compensatory Education - 199.11.6117.00.044.30.000	Formative		
	Oct	Jan	May



Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Provide access to support services, such as Communities in Schools which help at-risk students stay in school and maintain strong academic performances <b>Strategy's Expected Result/Impact:</b> Increased campus attendance, decrease dropout rate, <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture <b>- Targeted Support Strategy</b> <b>Funding Sources:</b> Communities In Schools, Inc - State Compensatory Education - 199.61.6299.00.044.30.00	Formative		
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**Goal 1: Learning and Development:** Ensure strong, innovative, educational experiences and supportive learning environments for all students.

**Performance Objective 5: Student Skills:** Provide opportunities for students to develop essential skills for life.

**Evaluation Data Sources:** Effective implementation/roll out of the Leader In Me curriculum

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Create opportunities for student to cultivate communication skills. <b>Strategy's Expected Result/Impact:</b> Encouraging and providing opportunities for students to advocate for themselves in a respectful and engaging manner, both academically and socially. <b>Staff Responsible for Monitoring:</b> Campus Counselors, Student Council Coordinator, Campus Administration, Behavior Specialist/Aides  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Provide opportunities for students to obtain additional academic support by attending the Academic Assistance and Resource Center (after school tutoring) <b>Strategy's Expected Result/Impact:</b> Increased student grades and STAAR passing rates, improved reading skills and math comprehension skills <b>Staff Responsible for Monitoring:</b> Principal, grade level AP, and department leads  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - <b>Targeted Support Strategy</b> <b>Funding Sources:</b> - Title 1 - 211.11.6118.00.044.30.000	Formative		
	Oct	Jan	May
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Schedule Challenge Day event to support students' social and emotional well-being <b>Strategy's Expected Result/Impact:</b> Develop/maintain SEL student leaders to promote overall student wellness and school culture <b>Staff Responsible for Monitoring:</b> Principal, Counselors, and teachers  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> Challenge Day Program Facilitator - Title 1 - \$8,000	Formative		
	Oct	Jan	May



No Progress



Accomplished



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**Goal 1: Learning and Development:** Ensure strong, innovative, educational experiences and supportive learning environments for all students.

**Performance Objective 6: Student Wellness:** Support and enhance student and staff wellness.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Promote positive and support school environment that is safe and conducive to learning and achievement for all students. <b>Strategy's Expected Result/Impact:</b> Effective implementation of MTSS, reduced discipline referrals, Increased staff morale, increased celebrations with students and staff (i.e. SOTM, Friday Shout Outs, TOTM, monthly staff appreciation), provide staff luncheon and teacher treats, teacher incentives throughout the year <b>Staff Responsible for Monitoring:</b> Behavior Specialist/Aides, Assistant Principals, Sunshine Committee, Campus Counselors, Instructional Specialists  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Create opportunities to develop resilience and conflict resolution skills to support healthy students <b>Strategy's Expected Result/Impact:</b> Students will be able to navigate difficult situations when challenges arise in order to solve problems successfully for all involved. <b>Staff Responsible for Monitoring:</b> Campus Administration, Campus Counselors  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative		
	Oct	Jan	May
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Schedule and plan Challenge Day <b>Strategy's Expected Result/Impact:</b> Stop the teasing, violence, and alienation that are so deeply a part of the school experience for many students. <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselors, Student Council Representatives, Teachers  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative		
	Oct	Jan	May



No Progress



Accomplished



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**Goal 1:** Learning and Development: Ensure strong, innovative, educational experiences and supportive learning environments for all students.





**Performance Objective 7:** All AVID students will obtain college readiness skills that will prepare them to succeed in rigorous curricula, enter mainstream activities in school, and increase their opportunities to enroll in four year colleges.

**Evaluation Data Sources:** Summative Evaluation

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Schedule and implement AVID site-team meetings held monthly involving staff, parents, and students <b>Strategy's Expected Result/Impact:</b> Increased student college readiness through partnership with staff, students, and parents. <b>Staff Responsible for Monitoring:</b> Site team members; AVID Coordinator  <b>Funding Sources:</b> - State Compensatory Education	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Provide regular instruction in AVID strategies (e.g., Cornell notes, tutorials, time management, and organization), and monitor student progress through binder checks, grade tracking, and participation in schoolwide and college-readiness activities. <b>Strategy's Expected Result/Impact:</b> Increased student college readiness through partnership with staff, students, and parents. <b>Staff Responsible for Monitoring:</b> Site team members; AVID Coordinator	Formative		
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**Goal 2:** Human Capital: Recruit, develop, retain, and empower highly qualified and passionate staff.

**Performance Objective 1:** Recruit: Develop recruiting strategies that are compelling to a new and seasoned staff.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Promote Tennyson Middle School on multiple platforms as a campus known for excellence. <b>Strategy's Expected Result/Impact:</b> Increase in interested applicants; increase inquiries about potential opportunities to join the Tennyson Staff <b>Staff Responsible for Monitoring:</b> Campus Administration, Campus Social Media Liaison  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 2: Strategic Staffing	Formative		
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**Goal 2:** Human Capital: Recruit, develop, retain, and empower highly qualified and passionate staff.





**Performance Objective 2:** Develop: Design and implement a professional growth strategy for staff.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Develop professional development opportunities tailored to teacher needs. <b>Strategy's Expected Result/Impact:</b> Improved practices based on individual, team and campus needs through PLC meetings, goal setting, and T-TESS <b>Staff Responsible for Monitoring:</b> Campus Administration and Instructional Coaches  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Develop an effective teacher supporting teachers program <b>Strategy's Expected Result/Impact:</b> Teachers will feel supported and stick with the profession, including new and novice teachers <b>Staff Responsible for Monitoring:</b> Campus Administration, Campus Succeed Representative, Instructional Specialist  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative		
	Oct	Jan	May
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**Goal 2:** Human Capital: Recruit, develop, retain, and empower highly qualified and passionate staff.





**Performance Objective 3:** Retain: Access and prioritize needs of dedicated and engaged staff for retention.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Review and analyze the data gathered from surveys to create action steps to increase satisfaction and staff retention. <b>Strategy's Expected Result/Impact:</b> Improved Staff Retention <b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Specialists  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative		
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**Goal 3:** Community Engagement and Marketing: Expand opportunities to engage the community through effective communication, marketing, partnerships, and mentorships.





**Performance Objective 1:** Strengthen relationships with families and community partners to support student success.

**Evaluation Data Sources:** Parent sign in sheets for events

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Host regular family nights focused on math, literacy, and student support services. <b>Strategy's Expected Result/Impact:</b> Increased parent participation. <b>Staff Responsible for Monitoring:</b> Teachers and administrative staff.	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Build partnerships with local organizations to provide additional academic and enrichment opportunities for students. <b>Strategy's Expected Result/Impact:</b> Increased parent engagement. <b>Staff Responsible for Monitoring:</b> Teachers and administrative staff.	Formative		
	Oct	Jan	May
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>			

**Goal 3:** Community Engagement and Marketing: Expand opportunities to engage the community through effective communication, marketing, partnerships, and mentorships.

**Performance Objective 2:** Effective Communication: Enhance communication clarity and distribution.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Provide consistency and alignment on the delivery of all campus communication. <b>Strategy's Expected Result/Impact:</b> Positive feedback on consistent communication; increased parent and student participation in campus events <b>Staff Responsible for Monitoring:</b> Campus Administration, Student Council, Campus Social Media Representative, Classroom Teachers  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Increase student attendance through consistent messaging on various social media platforms. <b>Strategy's Expected Result/Impact:</b> Increase student attendance; increase in student engagement in various extracurricular activities <b>Staff Responsible for Monitoring:</b> Social Media specialist, Principal, Assistant Principal  <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b> <b>Funding Sources:</b> Social Media specialist stipend - Title I Parent Involvement - \$1,000	Formative		
	Oct	Jan	May
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**Goal 3:** Community Engagement and Marketing: Expand opportunities to engage the community through effective communication, marketing, partnerships, and mentorships.

**Performance Objective 3:** Marketing: Promote the Tennyson mission, vision, and core values.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Ensure social media and all modes of communication are promoting the events and efforts of all students and staff. To as well of increasing the communication with parents. <b>Strategy's Expected Result/Impact:</b> Increased participation in events; promotion of positive school culture and perceptions <b>Staff Responsible for Monitoring:</b> Campus Administration, Teachers, Student Council, Campus Social Media Representative	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Create specific signage throughout the school that underscores the campus expectations in academics and behavior. <b>Strategy's Expected Result/Impact:</b> Increased Awareness: Students, staff, and visitors will have a clear and consistent understanding of the academic and behavioral expectations.  Reinforced School Culture: Visually displaying expectations helps to normalize and embed them into the daily school environment, reinforcing a positive and focused campus culture.  Improved Student Behavior and Engagement: Clear, visible reminders can reduce ambiguity, leading to more consistent student behavior and increased accountability.  Support for Staff Consistency: Staff are more likely to reinforce expectations consistently when those expectations are clearly posted and visible throughout the building.  Enhanced Campus Aesthetics with Purpose: Strategically designed signage can contribute to a welcoming, structured, and intentional learning environment.  Promotes Equity: Ensures that all students, regardless of background or literacy level, receive the same message through clear, accessible visuals. <b>Staff Responsible for Monitoring:</b> Principal, administrative team members, all staff  <b>Title I:</b> 2.533 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Funding Sources:</b> Academic and Behavior Expectations Posters/Signage - Title 1	Formative		
	Oct	Jan	May



No Progress



Accomplished







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**Goal 4:** Finance and Operations: Optimize, steward, and allocate resources to achieve campus objectives.

**Performance Objective 1:** Finance: Build and efficiently utilize financial resources across all operational and capital areas.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Minimize the number of cross-function transfers. <b>Strategy's Expected Result/Impact:</b> Reduced number of needed board approvals. <b>Staff Responsible for Monitoring:</b> Principal and Administrative Assistant  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Improve the attendance rate from 23-24 school year. <b>Strategy's Expected Result/Impact:</b> Increase ADA funding <b>Staff Responsible for Monitoring:</b> PEIMS Attendance Secretary and Campus Administration  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		
	Oct	Jan	May
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**Goal 5:** Technology: Provide and support technological resources and continual training to promote efficiency, secure operations, and exceptional learning experiences.

**Performance Objective 1:** Privacy and Security: Develop and implement data privacy, security policies, and best practices.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Implement accountability systems for appropriate use of technology for students and staff. <b>Strategy's Expected Result/Impact:</b> Reduced discipline referrals , completed compliance bundles, increase staff use of Lightspeed <b>Staff Responsible for Monitoring:</b> Campus Administration, Behavior Specialist/Aides, Teachers	Formative		
	Oct	Jan	May
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**Goal 5: Technology:** Provide and support technological resources and continual training to promote efficiency, secure operations, and exceptional learning experiences.





**Performance Objective 2: Support:** Provide proactive and responsive support and training for purposeful instructional technology usage.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Review and analyze data gathered from the district student and parent surveys related to use of technology and usability training. <b>Strategy's Expected Result/Impact:</b> Determine if action steps are needed <b>Staff Responsible for Monitoring:</b> Campus Administration  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative		
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**Goal 5:** Technology: Provide and support technological resources and continual training to promote efficiency, secure operations, and exceptional learning experiences.

**Performance Objective 3:** Learning Systems: Integrate and streamline learning and educational platforms.





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> All Staff will meet the district expectations of Google Classroom and Canvas implementation. <b>Strategy's Expected Result/Impact:</b> Staff compliance with district expectations <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists  <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative		
	Oct	Jan	May
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**Goal 5:** Technology: Provide and support technological resources and continual training to promote efficiency, secure operations, and exceptional learning experiences.

**Performance Objective 4:** Purchase technology programs and systems to improve school operations

**High Priority**

**Evaluation Data Sources:** Tardy/pass tracking syste.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Purchase Securely as an attendance management software system <b>Strategy's Expected Result/Impact:</b> Limit student out of class; increase student learning (minutes); improve tardies <b>Staff Responsible for Monitoring:</b> Behavior Specialist, Assistant Principals, Teachers  <b>Funding Sources:</b> - Title 1	Formative		
	Oct	Jan	May
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>			