

Kilgore Independent School District



Kilgore Middle School

2024-2025 Campus Improvement Plan

Mission Statement

Kilgore Middle School's mission is to foster a supportive learning environment, where students grow academically and personally, guided by integrity, respect, and compassion.

Vision

Kilgore Middle School strives to cultivate accountable and compassionate leaders of tomorrow.

Core Beliefs

Kilgore Middle School's Core Values: Integrity, Respect, Compassion

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Goals

Goal 1

KMS will provide all students with engaging and innovative learning experiences that ensure academic growth. and success for all Bulldogs.

Performance Objective 1 High Priority

KMS will increase the percentage of students achieving Meets grade level on STAAR/EOC Reading Language Arts.

Evaluation Data Source: Track MAP progress

Summative Evaluation: Some progress made toward meeting Performance Objective

Next Year's Recommendation: Targeted supports will be revisited, summer mandatory targeted professional development will be required.

Strategy 1

Use BOY, MOY, and EOY MAP Screener to collect data.

Strategy's Expected Result/Impact: Teachers will target areas for improvement as needed per individual student.

Staff Responsible for Monitoring: Administrators, Instructional Specialist, Teachers

Title I: 2.4

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Formative Reviews



Strategy 2

Teachers will use the same content strategies for all subjects .

Strategy's Expected Result/Impact: Students will know process skills to build knowledge on foundational skills taught.

Staff Responsible for Monitoring: Instructional Specialist, Teachers

Title I: 2.4

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 5: Effective Instruction

Formative Reviews

Moderate Progress

November

✓ Accomplished

February

✓ Accomplished

April

✓ Accomplished

June

Strategy 3

Include critical, reflective writing in lessons cross-curricular, and Use writing exemplars for SCR and ECR pieces to align expectations.

Strategy's Expected Result/Impact: Students use critical thinking to improve their writing process skills.

Staff Responsible for Monitoring: Administrators, Instructional Specialist, Teachers

Title I: 2.4

ESF Levers: Lever 5: Effective Instruction

Formative Reviews

Moderate Progress

November

Considerable Progress

February

Considerable Progress

April

✓ Accomplished

June

Strategy 4

Tutorials will be utilized to meet individual student goals/gaps.

Strategy's Expected Result/Impact: Students will increase their academic scores.

Staff Responsible for Monitoring: Instructional Specialist, Teachers

Title I: 2.4

ESF Levers: Lever 5: Effective Instruction

Formative Reviews

Moderate Progress

November

Moderate Progress

February

Considerable Progress

April

✓ Accomplished

June

Strategy 5

100% of campus administrators will implement the coaching cycle.

Staff Responsible for Monitoring: Administrators, Instructional Specialist, Teachers

Title I: 2.4

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction

Formative Reviews

Moderate Progress

November

Considerable Progress

February



Accomplished

April



Accomplished

June

Strategy 6

Students will set individual growth goals.

Strategy's Expected Result/Impact: Students will have 1 or more years of growth.

Staff Responsible for Monitoring: Teachers

Title I: 2.4, 2.6

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Formative Reviews

Some Progress

November

Some Progress

February

Moderate Progress

April



Continue/Modify

June

Performance Objective 2

Increase the percentage of students achieving Meets grade level on STAAR/EOC Math.

Evaluation Data Source: Local Assessments, MAP, STAAR

Summative Evaluation: Some progress made toward meeting Performance Objective

Next Year's Recommendation: Continue

Strategy 1

Align materials to standards across grade levels.

Strategy's Expected Result/Impact: Materials used will be equitable and accessible to all students.

Staff Responsible for Monitoring: Administrators, Instructional Specialist, Teachers

Title I: 2.4, 2.6

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Formative Reviews

Moderate Progress

November

Moderate Progress

February



Accomplished

April



Accomplished

June

Strategy 2

Tutorials will be utilized to meet individual student goals/gaps.

Strategy's Expected Result/Impact: Teachers will target areas for improvement needed.

Staff Responsible for Monitoring: Administrators, Instructional Specialist, Teachers.

Title I: 2.4, 2.6

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Formative Reviews

Some Progress

November

Moderate Progress

February

Considerable Progress

April



Continue/Modify

June

Strategy 3

100% of activities will be aligned to state standards.

Strategy's Expected Result/Impact: Students will receive quality instruction that is aligned to the state standards.

Staff Responsible for Monitoring: Administrators, Instructional Specialist, Teachers

Title I: 2.4, 2.6

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Formative Reviews

Considerable Progress

November



Accomplished

February



Accomplished

April



Accomplished

June

Strategy 4

All students will have an Intervention/Accelerated learning class in their daily schedule.

Strategy's Expected Result/Impact: Students will grow 1 or more years in Reading and Math.

Staff Responsible for Monitoring: Administrators, Instructional Specialist, Teachers

Title I: 2.4, 2.6

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Formative Reviews



Accomplished

November



Accomplished

February



Accomplished

April



Accomplished

June

Performance Objective 3

KMS will provide and support a robust digital-aged learning environment to inspire student learning, effective communication, problem-solving, and creativity.

Evaluation Data Source: Datasheets of devices and replacements, lesson plans, student work

Summative Evaluation: Exceeded Performance Objective

Next Year's Recommendation: Continue digital learning with inclusion of verbal student discussions and debates.

Strategy 1

Ensure short and long-range technology plans are in place to support the purchase of devices, network effectiveness, and security. make a plan for every class to have access to technology/ Chromebooks when needed.

Strategy's Expected Result/Impact: Students will have access to technology daily in all classrooms.

Staff Responsible for Monitoring: District Technology Department, Administrators, Instructional Specialist, Teachers, Librarian

Title I: 2.5

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments

Formative Reviews



Accomplished

November



Accomplished

February



Accomplished

April



Accomplished

June

Strategy 2

Utilize learning management platforms to deliver instructional content, differentiate instruction for students, and provide continuous opportunities,

Strategy's Expected Result/Impact: IXL, Stemscores, Quill.org

Staff Responsible for Monitoring: Adminsitrators, Instructional Specialist,

Title I: 2.4, 2.5, 2.6

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Formative Reviews



Accomplished

November



Accomplished

February



Accomplished

April



Accomplished

June

Strategy 3

Web-based learning software will be available for accelerated student learning during and outside the school day.

Strategy's Expected Result/Impact: Webased inventory

Staff Responsible for Monitoring: District technology department, Administrators, Instructional Specialists, Teachers

Title I: 2.5, 2.6

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Formative Reviews



Accomplished

November



Accomplished

February



Accomplished

April



Accomplished

June

Performance Objective 4 High Priority

KMS will ensure students within identified populations, including but not limited to students receiving Special Education, GT, and ELL services as well as at-risk supports and interventions show a minimum of one year of academic growth on STAAR/EOC and routine progress monitoring screeners.

Evaluation Data Source: MAP data, STAAR data, Local Assessment data, Rtl plans,

Summative Evaluation: Significant progress made toward meeting Performance Objective

Next Year's Recommendation: Administrator training on coaching for instructional deficits.

Strategy 1

Administer a universal screener BOY, MOY, EOY to evaluate data to make informed decisions.

Strategy's Expected Result/Impact: Make informed decisions for student growth.

Staff Responsible for Monitoring: Administrators, Instructional Specialist, Teachers.

Title I: 2.4, 2.6

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Formative Reviews



Accomplished

November



Accomplished

February



Accomplished

April



Accomplished

June

Strategy 2

Support and provide coaching to staff members working with identified special populations to evaluate the fidelity and effectiveness of instruction.

Strategy's Expected Result/Impact: Quality instruction focused on specific student needs and deficits.

Staff Responsible for Monitoring: Administrators, Instructional Specialist, Teachers

Title I: 2.6

ESF Levers: Lever 5: Effective Instruction

Formative Reviews

Some Progress

November

Moderate Progress

February

Considerable Progress

April



Continue/Modify

June

Strategy 3

Provide parents with educational materials and training to reinforce academic skills outside of the instructional day (Utilize parent square-create videos).

Strategy's Expected Result/Impact: Effective skill practice in the home setting.

Staff Responsible for Monitoring: Administrators, Instructional Specialist, Teachers

Title I: 2.6

ESF Levers: Lever 5: Effective Instruction

Formative Reviews



Accomplished

November



Accomplished

February



Accomplished

April



Accomplished

June

Performance Objective 5 High Priority

To improve student comprehension, KMS will implement writing strategies into the core curriculum.

Evaluation Data Source: PLC agendas, Walkthrough data, student work, MAPS data, Local Assessments, STAAR, Rtl plans

Summative Evaluation: Some progress made toward meeting Performance Objective

Next Year's Recommendation: Provide training/PD campus wide for target exemplar/expectations in writing.

Strategy 1

Utilize learning management platforms to deliver instructional content to ensure alignment on writing strategies across core curriculum.

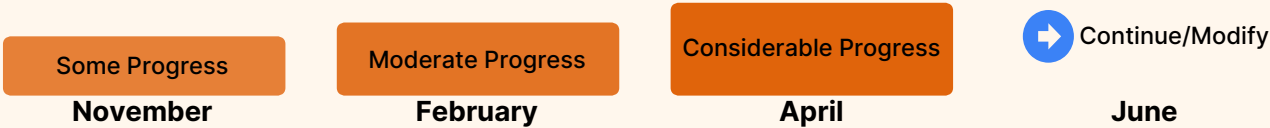
Strategy's Expected Result/Impact: Equitable high-quality instruction.

Staff Responsible for Monitoring: Administrators, Instructional Specialist, Teachers.

Title I: 2.4, 2.6

ESF Levers: Lever 5: Effective Instruction

Formative Reviews



Strategy 2

Utilize differentiation strategies to meet the needs of all learners through writing.

Strategy's Expected Result/Impact: High-quality writing instruction: Studnet growth

Staff Responsible for Monitoring: Administrators, Instructional Specialist, Teachers.

Title I: 2.4, 2.6

ESF Levers: Lever 5: Effective Instruction

Formative Reviews



Strategy 3

Implement and monitor weekly planning focused on writing strategies, such as bellringers and exit tickets to improve academic achievement in all areas.

Strategy's Expected Result/Impact: Academic growth

Staff Responsible for Monitoring: Administrators, Instructional Specialist, Teachers.

Title I: 2.4, 2.6

ESF Levers: Lever 5: Effective Instruction

Formative Reviews

Moderate Progress

November

Considerable Progress

February

Considerable Progress

April



Continue/Modify

June

Strategy 4

Observe, review, and evaluate student-produced writing samples in PLCs to determine focus areas and gaps.

Strategy's Expected Result/Impact: Academic growth

Staff Responsible for Monitoring: Administrators, Instructional Specialist, Teachers.

Title I: 2.4, 2.6

ESF Levers: Lever 5: Effective Instruction

Formative Reviews

Some Progress

November

Moderate Progress

February

Moderate Progress

April



Continue/Modify

June

Strategy 5

Targeted professional development for writing and student groups.

Strategy's Expected Result/Impact: TAcademic growth

Staff Responsible for Monitoring: District administrators, administrators, Instructional Specialist, and Teachers.

Formative Reviews



Accomplished

November



Accomplished

February



Accomplished

April



Accomplished

June

Goal 2 KMS will provide all Bulldogs a safe and responsive learning environment.

Performance Objective 1

KMS will provide a safe and secure learning environment by allocating district resources and training and ensuring TEA and legislative compliance.

Summative Evaluation: Met Performance Objective

Strategy 1

Educate staf on discipline matrix and the discipline process.

Strategy's Expected Result/Impact: Ensure proper steps are taken by staff to provide equity in the discipline process.

Staff Responsible for Monitoring: All KMS ataff

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

Moderate Progress

November

Considerable Progress

February



Accomplished

April



Accomplished

June

Performance Objective 2

KMS will continue to implement strategies designed to reduce the number of discipline referrals for all KMS student groups.

Summative Evaluation: Exceeded Performance Objective

Strategy 1

Reinforce the "Say Something" initiative by offering different modes of reporting.

Strategy's Expected Result/Impact: Increase student's comfort level when reporting to a trusted staff member.

Staff Responsible for Monitoring: All KMS staff

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

Moderate Progress

November

Moderate Progress

February



Accomplished

April



Accomplished

June

Strategy 2

Incorporate training and strategies that assist with mental health support and bullying prevention.

Strategy's Expected Result/Impact: Decrease bullying events and increase student understanding of bullying impacts.

Staff Responsible for Monitoring: All KMS staff (Bulldog Boost classes)

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

Moderate Progress

November

Considerable Progress

February

Considerable Progress

April



Continue/Modify

June

Goal 3 KISD will recruit, develop, retain, and empower highly qualified and passionate staff.

Performance Objective 1

KISD will develop and sustain innovative recruitment strategies that are compelling to new and seasoned employees.

Summative Evaluation: Met Performance Objective

Strategy 1

Recognize employee of the month and weekly employee spotlights.

Strategy's Expected Result/Impact: Build a positive environment.

Staff Responsible for Monitoring: Administrators, Teachers

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

Moderate Progress

November



Accomplished

February



Accomplished

April

June

Strategy 2

Celebrate all staff each month.

Strategy's Expected Result/Impact: Build a positive environment

Staff Responsible for Monitoring: Administrators

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

November

February

April

June

Performance Objective 2

KISD will develop and sustain innovative retainment strategies to ensure an 85%, or higher retention rate.

Goal 4

KISD will actively partner with students, families, staff, and our community to promote collaborative stakeholder engagement that supports the evolving needs of our Bulldogs.

Performance Objective 1

KISD will actively partner with all stakeholders to promote collaborative engagement and participation.

Summative Evaluation: Met Performance Objective

Next Year's Recommendation: Continue and add opportunities for students to collaborate with stakeholders.

Strategy 1

Plan and implement game nights/open house opportunities at least twice a year to collaborate with stakeholders in the community.

Strategy's Expected Result/Impact: Collaborative relationship with stakeholders

Staff Responsible for Monitoring: All staff

Title I: 4.1, 4.2

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

Moderate Progress

November

Moderate Progress

February



Accomplished

April



Accomplished

June

Strategy 2

Plan and hold quarterly collaborative, campus meetings to discuss and brainstorm future partnerships.

Strategy's Expected Result/Impact: Build a positive environment

Staff Responsible for Monitoring: All Staff

Title I: 4.1, 4.2

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

Some Progress

November

Moderate Progress

February

Moderate Progress

April



Accomplished

June

Strategy 3

Use multiple sources to share information on upcoming events such as monthly newsletters to showcase student achievements.

Strategy's Expected Result/Impact: Build a collaborative culture

Staff Responsible for Monitoring: All staff

Title I: 4.1, 4.2

ESF Levers: Lever 3: Positive School Culture

Formative Reviews



Accomplished

November



Accomplished

February



Accomplished

April



Continue/Modify

June

Strategy 4

Utilize feedback forms to partner with stakeholders on their ideas of how to support the KMS community initiatives.

Strategy's Expected Result/Impact: Positive school culture

Staff Responsible for Monitoring: All Staff

Title I: 4.1, 4.2

ESF Levers: Lever 3: Positive School Culture

Formative Reviews



Accomplished

November



Accomplished

February



Accomplished

April



Accomplished

June

Strategy 5

Utilize student groups to promote outreach in the community and build lasting relationships.

Strategy's Expected Result/Impact: Build a positive collaborative culture

Staff Responsible for Monitoring: All staff

Title I: 4.1, 4.2

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

Moderate Progress

November

Moderate Progress

February

Considerable Progress

April



Continue/Modify

June

Goal 5

Ensure all students are equipped with the necessary tools for postsecondary success.

Performance Objective 1

KISD will increase the graduation rate by 1 percentage point from 2023 graduation rate.

Summative Evaluation: Significant progress made toward meeting Performance Objective

Strategy 1

KMS will offer afternoon tutorials.

Strategy's Expected Result/Impact: Students will graduate College, Career, and Military ready

Staff Responsible for Monitoring: Teachers and administrators

TEA Priorities: Connect high school to career and college

ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction

Formative Reviews

Moderate Progress

November

Considerable Progress

February

Moderate Progress

April



Continue/Modify

June

Strategy 2

KMS will add an intervention/accelerated learning period to all student schedules.

Formative Reviews



Accomplished

November



Accomplished

February



Accomplished

April



Accomplished

June

Strategy 3

KMS will offer summer school for students not approaching standard on STAAR tests.

Formative Reviews

Some Progress

November

Moderate Progress

February

✓ Accomplished

April

✓ Accomplished

June

Strategy 4

KMS will schedule an accelerated /intervention for all students during the school day.

Formative Reviews

✓ Accomplished

November

✓ Accomplished

February

✓ Accomplished

April

✓ Accomplished

June

Performance Objective 2

Increase the scale score or College Career Military Readiness to a minimum of 90.

Summative Evaluation: Significant progress made toward meeting Performance Objective

Strategy 1

Kms will introduce CTE classes to enhance career and college readiness.

Strategy's Expected Result/Impact: Prepare students for the future

Staff Responsible for Monitoring: Administrators, CTE department

TEA Priorities: Connect high school to career and college

Formative Reviews

Moderate Progress

November

Moderate Progress

February

Considerable Progress

April

➡ Continue/Modify

June



Committees

Committees

Site Based Decision Making Committee

Meeting Logs

Date	Location	Sign In Sheet	Notes
September 24, 2024 @ 8:00 AM	KMS Library	--	Root Cause Analysis 2024.pdf
September 24, 2024 @ 8:00 AM	KMS Library	--	Needs Assessment Survey 3.pdf
September 24, 2024 @ 8:00 AM	KMS Library	--	Needs Assessment Survey 2.pdf
September 24, 2024 @ 8:00 AM	KMS Library	--	Needs Assessment Survey 1.pdf
September 24, 2024 @ 8:00 AM	KMS Library	CNA Sign In 2024.pdf	KISD Campus Improvement Plan Process.pdf

Members

First Name	Last Name	Position	Committee Role
Cynthia	Lindley	KMS Principal	Adminsitrator
Becci	Thurston	Special Education Dirtector	Administrator
Alex	Ramos	Assistant Principal	Administrator
Ray	Scott	Assistant Principal	Administrator
Karen	Sells	Special Education	Teacher
Cynthia	Harris	Dyslexia	Teacher
Stephanie	Carter	7th RLA Grade	Teacher
Drew	Bates	6th Grade Science	Teacher
Amanda	Fowler	6th Grade RLA	Teacher
Sara	Marshall	7th Grade RLA	Teacher
Lucy	Knotts	7th Grade Science	Teacher
Katrena	Alford	8th Grade RLA	Teacher
Kaity	Brisendine	8th Grade Math	Teacher
Celeste	Hollingsworth	Choir Teacher	Teacher
Samantha	Sumrall	Girls PE/Athletics Coach	Teacher

Samntha	Carlson	Parent	Parent
Jordan	Carlson	Business Owner	Business Owner



Policies, Procedures, and Requirements

Policies, Procedures, and Requirements

Title	Person Responsible	Review Date	Addressed By	Addressed On
Bullying Prevention	Ms. Zevely Hatcher	--	April Cox	10/3/2024
Child Abuse and Neglect	Ms. April Cox	--	April Cox	10/3/2024
Coordinated Health Program	Mr. Charles Presley	--	April Cox	10/3/2024
Decision-Making and Planning Policy Evaluation	Ms. April Cox	--	April Cox	10/3/2024
Disciplinary Alternative Education Program (DAEP)	Ms. Zevely Hatcher	--	April Cox	10/3/2024
Dropout Prevention	Ms. Zevely Hatcher	--	April Cox	10/3/2024
Dyslexia Treatment Program	Ms. Becci Thurston	--	April Cox	10/3/2024
Recruiting Teachers and Paraprofessionals	Ms. April Cox/Ms. Amy Broadus	--	April Cox	10/3/2024
Student Welfare: Crisis Intervention Programs and Training	Ms. Zevely Hatcher	--	April Cox	10/3/2024
Student Welfare: Discipline/Conflict/Violence Management	Ms. Zevely Hatcher	--	April Cox	10/3/2024
Texas Behavior Support Initiative (TBSI)	Campus Principals	--	April Cox	10/3/2024
Technology Integration	Mr. Mark Sprague	--	April Cox	10/3/2024
Job Description for Peace Officers, Resource Officers & Security Personnel	Mr. Charles Presley	--	April Cox	10/3/2024