

## McCulloch Intermediate School Campus Improvement Plan 2026-2027

The 2026–2027 Campus Improvement Plan is grounded in a comprehensive needs assessment of MAP assessment data (BOY, MOY, EOY), 2026 STAAR results, school satisfaction surveys (students, staff, and parents), summative conferences, and quarterly grades. In alignment with the Highland Park ISD Strategic Plan and Balanced Scorecard, the campus will focus on increasing academic growth and mastery across all content areas, while ensuring students experience a well-rounded education that promotes both safety and emotional well-being. Based on results, focused on increasing academic achievement and growth, the campus will improve math mastery rates in 5th and 6th grades through hands-on, real-world learning, collaborative planning, and the use of district-aligned resources like UPS Check. Literacy instruction will be strengthened by ensuring daily student engagement in reading, writing, and grammar across subjects, supported by approved resources and consistent planning. Science and social studies instruction will focus on increasing mastery through hands-on labs, recurring themes, daily writing, and vertical alignment of high-impact TEKS. Student well-being and well-roundedness will be supported by expanding access to extracurriculars, increasing feedback, and ensuring strong tutorial systems, while technology integration and safety protocols will be implemented with fidelity. Staff recruitment, retention, and instructional effectiveness will be prioritized through mentoring, feedback, and professional learning, with parent partnerships deepened through consistent communication, active PTO involvement, and twice-yearly conferences.

### Well-Educated & Well-Rounded Students

HPISD Balanced Scorecard:

1.1 Increase academic growth and mastery in all content areas;

1.2 Provide a well-rounded offering of arts and extracurricular activities that enhance the development of character and community;

1.3 Protect the physical and emotional well-being and safety of students

Goals and Key Action Steps	Progress Monitoring			Summative
<b>Academic Achievement and Growth Goal 1a: Math - By May 2027, the percentage of students achieving the Masters grade-level standard on the STAAR Math assessment will increase from 46% to 57% in on level 5th grade and from 50% to 62% in on level 6th grade, as measured by 2026 STAAR results.</b>	November 2026	January 2027	April 2027	June 2027
Key Action 1: Intentional practice with hands-on experiences/manipulatives and assist students with seeing real-world connections to instructional concepts.				
Key Action 2: Collaborative planning with teams, instructional coach and campus principal will focus on grade-level standards aligned with implementation of district frameworks and the walkthrough form.				
Key Action 3: Utilize district-approved resources including problem-solving model such as UPS Check to ensure classroom instruction is aligned to district curriculum documents and district expectations.				
Key Action 4: Implement with fidelity the district-adopted math resource and only district vetted supplemental resources.				
Key Action 5: Consistent training for teachers on the proper use and implementation of the new math resource.				
<b>Academic Achievement and Growth Goal 1b: Reading, Writing, Grammar - By May 2027, as a result of improved literacy instruction, ensuring all students engage in daily reading, writing, and grammar activities aligned to grade-level standards, the percentage of students achieving Masters grade-level on the STAAR ELA assessment will increase from 72% to 76% in 5th grade and from 71% to 79% in 6th grade.</b>	November 2026	January 2027	April 2027	June 2027
Key Action 1: Consistent implementation of grammar practice utilizing the Bedford Handbook in 6th grade.				
Key Action 2: Students will engage in writing each day across subjects.				
Key Action 3: Instruction will be based on district-approved resources and approved reading lists.				
Key Action 4: Collaborative planning with teams, instructional coach and campus principal focused on grade-level standards aligned with implementation of district frameworks and the walkthrough form.				

<b>Academics &amp; Growth</b>	<b>Academic Achievement and Growth Goal 1c: Science- Improve the mastery rate from the current baseline of 28% to 36% by the end of the academic year in 5th grade.</b>	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Consistent use of district-approved resources of at least 40% hands-on lab experiences.				
	Key Action 2: Students will demonstrate mastery of the recurring themes and concepts across multiple units.				
	Key Action 3: Consistent implementation of SAVVAS resources and curriculum documents.				
	<b>Academic Achievement and Growth Goal 1c: Social Studies - By May 2027, increase the percentage of students achieving Masters grade-level on the 8th Grade Social Studies STAAR from 47% to 57% by strengthening vertical alignment between 5th and 8th grade, ensuring that 5th grade instruction builds a strong foundation in key TEKS, academic vocabulary, and historical thinking skills that align with 8th grade Social Studies standards.</b>	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Students will engage in writing daily including response to reading.				
	Key Action 2: Consistency in use of curriculum documents.				
	Key Action 3: Collaborative planning with teams, instructional coach and campus principal focused on grade-level standards aligned with implementation of district frameworks and the walkthrough form.				
	<b>Academic Achievement and Growth Goal 1d: Decrease the participation of weekly outside math tutoring from 29% to 19% on the 2027 School Experience Survey.</b>	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Teachers will have consistent offerings of tutorial days and times.				
	Key Action 2: Tutorial days and times will be published on campus website and parent communication.				
	Key Action 3: Parents will have the opportunity to participate in in-person parent-teacher conferences twice per year to support ongoing communication and collaboration.				
	<b>Academic Achievement and Growth Goal 1e: Well-roundedness - By May 2027, increase student participation in extracurricular clubs and UIL to at least 10% of the student population (approximately 90 students) to increase opportunities for a well-rounded educational experience.</b>	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Increase student participation in extracurricular clubs and UIL participation by implementing targeted outreach, staff sponsorship, and regular promotional events.				
	Key Action 2: Increase continued student participation in performing arts from 31% to 41%.				
<b>Academic Achievement and Growth Goal 1e: Increase the number of students who state that their teacher reviews and corrects their work with them as reported on the school experience survey from 88% - 93%.</b>	November 2026	January 2027	April 2027	June 2027	
Key Action 1: Teachers will provide multiple forms of feedback.					
Key Action 2: Consistent offerings of tutorial days and times.					
Key Action 3: Tutorial days and times will be published on campus website and parent communication.					
<b>Technology</b>	<b>Technology Goal 1: Consistent implementation of HB 1481 and district cell phone policy in all classrooms.</b>	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Teachers will ensure that cell phones and smart watches are contained in assigned Yondr pouches and kept in student backpacks all day, every day.				
	Key Action 2: Communicate school policy and consequences to all stakeholders.				
	<b>Technology Goal 2: Consistent adherence to Technology Integration Triangle and usage minutes.</b>	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Ensure all instructional staff consistently implement the Technology Integration Triangle by aligning technology use with campus instructional goals through walkthrough data.				

Physical & Emotional Safety	Key Action 2: Ensure all instructional staff consistently adhere to the district-approved websites.				
	<b>Physical Safety Goal 1: <i>Ensure a safe and secure campus environment by achieving 100% compliance with the SRP and campus safety procedures.</i></b>	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Students, faculty, and staff are aware of safety procedures and expectations and participate in all required safety drills throughout the school year.				
	Key Action 2: Students, faculty, and staff are aware of impact of unsafe and inappropriate behaviors and are held accountable.				
	<b>Emotional Wellness Goal 1: <i>Increase the percentage of students who report that students are kind to each other in their school from 84% to 90%.</i></b>	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Students will participate in weekly character strong lessons in their homeroom.				
	Key Action 2: Teachers will provide students with structured opportunities to build peer relationships.				
Key Action 3: Teachers will recognize and positively reinforce acts of kindness.					

**Exemplary & Committed Staff**

**HPISD Balanced Scorecard:  
2.1 Improve the culture and retention of current staff while recruiting exemplary new hires;  
2.3 Invest in staff development and continuous improvement**

Staff Culture, Retention & Recruitment	Goals and Key Action Steps	Progress Monitoring			Summative
	<b>Staff Goal 1: <i>Staff Retention: Increase staff retention by fostering a supportive work environment through mentorship, professional development, and recognition programs.</i></b>	November 2026	January 2027	April 2027	June 2027
Key Action 1: Implement a monthly recognition initiative to celebrate staff contributions.					
Key Action 2: Monthly meetings for new staff members addressing various topics, needs, questions.					
Key Action 3: Mentors are assigned to new staff when hired.					
<b>Staff Goal 1: <i>Staff Recruitment: Develop and implement a targeted recruitment strategy to attract qualified candidates for all open teaching and support staff positions for the upcoming school year.</i></b>	November 2026	January 2027	April 2027	June 2027	
Key Action 1: Mentors are assigned to new staff when hired.					
Key Action 2: Provide opportunities for professional growth.					
Key Action 3: Fill 100% of open positions with high-quality staff by June 24, 2027.					
<b>Staff Goal 2: <i>Staff Appraisal: Strengthen instructional practices across campus by conducting consistent walkthroughs with timely, constructive feedback and fostering collaborative reflection between teachers and appraisers, resulting in measurable growth in SDAS performance and student achievement by May 2027.</i></b>	November 2026	January 2027	April 2027	June 2027	
Key Action 1: Each administrator will conduct 7 walkthroughs per week and provide constructive feedback. All instructional staff will receive a minimum of 3 walkthroughs annually (2 in the fall, 1 in the spring).					
Key Action 2: Collaboration with teachers and appraisers to promote continual growth while focusing on District expectations (Evidence of consistent routines, aligned learning targets, research-based instruction, reading responses across content areas, and meaningful academic discourse).					
Key Action 3: Administrators will collaborate with appraisees to develop meaningful SDAS growth goals based on student learning objectives using walkthrough feedback to drive continuous growth and instructional excellence.					
<b>Staff Goal 3: <i>Improve instructional practices through facilitating and funding professional learning for teachers.</i></b>	November 2026	January 2027	April 2027	June 2027	
Key Action 1: Offer funding for relevant, innovative professional learning.					
Key Action 2: Encourage staff to lead professional development.					

<b>St</b>	Key Action 3: Instructional coaches will facilitate weekly department planning meetings.				
	<b>Staff Goal 4: <i>Increase new teacher effectiveness and retention by providing consistent support.</i></b>	<b>November 2026</b>	<b>January 2027</b>	<b>April 2027</b>	<b>June 2027</b>
	Key Action 1: Mentors are assigned to all new staff.				
	Key Action 2: Monthly check-ins with new teachers.				
	Key Action 3: Provide feedback to teachers in regard to walkthrough data and alignment to the frameworks.				

**Engaged Parents & Community**

**HPISD Balanced Scorecard:**  
**3.1 Improve parent and community satisfaction;**  
**3.2 Strategically leverage and engage with community partners**

	<b>Goals and Key Action Steps</b>	<b>Progress Monitoring</b>			<b>Summative</b>
<b>Engaged Parents &amp; Community</b>	<b>Parent/Community Goal 1: <i>Increase Excellent rating of overall quality of education at your child's school on the School Experience Survey/Parent Experience Report from 30% to 50%.</i></b>	<b>November 2026</b>	<b>January 2027</b>	<b>April 2027</b>	<b>June 2027</b>
	Key Action 1: Regularly provide information and materials to parents to support students at home.				
	Key Action 2: Consistent enforcement of dress code.				
	<b>Parent/Community Goal 2: <i>Communication - Increase parent and community engagement by providing consistent and timely communication that fosters trust, transparency, and collaboration throughout the school year.</i></b>	<b>November 2026</b>	<b>January 2027</b>	<b>April 2027</b>	<b>June 2027</b>
	Key Action 1: Weekly newsletter with important school information.				
	Key Action 2: Increase outreach by posting and interacting on official school social media platforms a minimum of three times per week, highlighting campus events, student achievements, instructional practices, and important updates to strengthen the school-home connection.				
	Key Action 3: Consistent, accurate communication between teachers and parents regarding student progress.				
	<b>Parent/Community Goal 3: <i>PTA/PTO - Maintain open communication and continued involvement in campus activities throughout the year with Dads Club and PTA.</i></b>	<b>November 2026</b>	<b>January 2027</b>	<b>April 2027</b>	<b>June 2027</b>
	Key Action 1: Attend scheduled meetings and contribute feedback on campus and district priorities.				
	Key Action 2: Schedule and host "coffee talks" and "sounding board" meetings with PTO and Dads Club members.				