

## Highland Park Middle 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, the instructional priorities include strengthened planning and implementation in math, ELA, science, and social studies, with a focus on aligned resources, hands-on learning, daily writing, and consistent use of curriculum documents. Student supports will expand through tutorials, timely feedback, and increased access to extracurricular and performing arts opportunities. Technology will be integrated with fidelity, and campus safety procedures will be reinforced through regular drills and clear expectations. Staff retention and effectiveness will be supported through mentorship, professional learning, and targeted feedback. Family and community partnerships will be enhanced through consistent communication, active PTO/Dads Club involvement, and regular opportunities for parent engagement.

### 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>Arts &amp; Growth</b>	<b>Academic Achievement and Growth Goal 1a: Math- By May 2027, the percentage of students achieving Masters on the 7th Grade Math STAAR will increase from 20% to 25%, and the percentage of students achieving Mastery from 58% to 73% in 8th Grade Math, through targeted instructional strategies, data-driven interventions, and aligned use of district resources.</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 textbooks, worksheets, assessments and the 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, the percentage of students achieving Masters on the STAAR Reading Language Arts assessment will increase from 70% to 74% in 7th grade and from 69% to 80% in 8th grade. This improvement will be supported by consistent, daily implementation of grade-level reading, writing, and grammar instruction, as observed through instructional walkthroughs and aligned to TEKS. The number of students achieving 24 or greater on the 8th grade WrAP increases from 28% to 31%</b>	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Consistent implementation of grammar practice utilizing the Bedford Handbook.				
	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.				
	<b>Academic Achievement and Growth Goal 1c: Science- By May 2027, the percentage of 8th grade students achieving Masters on the STAAR Science assessment will increase from 48% to 60%. This will be achieved through hands-on labs, frequent spiral review of high-impact TEKS, and vertically-aligned planning focused on academic vocabulary and data-driven instruction.</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.				

Academic	<b>Academic Achievement and Growth Goal 1c: Social Studies - By May 2027, the percentage of 8th grade students achieving Masters on the STAAR Social Studies assessment will increase from 47% to 59%. This improvement will be supported through vertically-aligned planning, integration of writing and vocabulary into daily instruction, and targeted review of high-impact TEKS using data-informed strategies.</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 40% to 30% 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 that will be published on campus website and included in parent communication.				
	Key Action 2: Teachers will regularly incorporate textbook-aligned practice problems and review activities during instruction to reinforce learning and will provide feedback throughout the learning process.				
	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 the number of students participating in extracurricular clubs and UIL, specifically 7th grade students participating in fine arts programs (orchestra, choir, band, or theatre) will increase by at least 10%, from 138 students in 2025–2026 (35 orchestra, 41 choir, 52 band, 10 theater) to at least 152 students in 2025–2026, as measured by student course requests and enrollment rosters.</b>	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Increase student participation in extracurricular clubs and UIL participation.				
Key Action 2: Increase continued student participation in performing arts.					
<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 44% - 60%).</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.					
Technology	<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.				
Key Action 2: Ensure all instructional staff consistently adhere to the district-approved tech applications/resources.					
Operational	<b>Physical Safety Goal 1: Ensure a safe and secure campus environment by achieving 100% compliance with the SRP and campus safety procedures.</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.				

Physical & Em Safety	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: Increase the percentage of students who report that students treat each other with respect in their school from 37%- 47%</b>	<b>November 2026</b>	<b>January 2027</b>	<b>April 2027</b>	<b>June 2027</b>
	Key Action 1: Teachers will provide students with structured opportunities to build peer relationships.				
	Key Action 2: 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**

	Goals and Key Action Steps	Progress Monitoring			Summative
Staff Culture, Retention & Recruitment	<b>Staff Goal 1: Staff Retention: Increase staff retention by fostering a supportive work environment through mentorship, professional development, and recognition programs.</b>	<b>November 2026</b>	<b>January 2027</b>	<b>April 2027</b>	<b>June 2027</b>
	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: 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.</b>	<b>November 2026</b>	<b>January 2027</b>	<b>April 2027</b>	<b>June 2027</b>
	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: 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 2026.</b>	<b>November 2026</b>	<b>January 2027</b>	<b>April 2027</b>	<b>June 2027</b>
	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: Improve instructional practices through facilitating and funding professional learning for teachers.</b>	<b>November 2026</b>	<b>January 2027</b>	<b>April 2027</b>	<b>June 2027</b>
	Key Action 1: Offer funding for relevant professional learning.				
	Key Action 2: Encourage exemplary staff to lead professional development.				
	Key Action 3: Instructional coaches will facilitate department planning meetings multiple times per week ensuring alignment to District frameworks.				
	<b>Staff Goal 4: Increase new teacher effectiveness and retention by providing consistent support.</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 regards 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

Goals and Key Action Steps		Progress Monitoring			Summative
Engaged Parents & Community	<b>Parent/Community Goal 1: Increase Excellent rating of overall quality of education at your child's school on the School Experience Survey/Parent Experience Report from 37% to 57%.</b>	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Communicate appropriate safety measures with parents.				
	Key Action 2: Communicate upgrades and improvements as completed.				
	Key Action 3: Consistent enforcement of dress code.				
	<b>Parent/Community Goal 2: Communication - Increase parent and community engagement by providing consistent and timely communication that fosters trust, transparency, and collaboration throughout the school year</b>	November 2026	January 2027	April 2027	June 2027
	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: PTA/PTO-Maintain open communication and continued involvement in campus activities throughout the year with Dads Club and PTA.</b>	November 2026	January 2027	April 2027	June 2027
	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.					