

Port Neches-Groves Independent School District



Port Neches Middle School

2026-2027 Campus Improvement Plan

Mission Statement

Our mission is to encourage our students to achieve the highest attendance, educational, and behavioral performance level. A multitude of opportunities are made available to allow Port Neches Middle School students to reach goals. We believe that each student, including all special populations (special education, gifted/talented, dyslexic, ESL, remedial), can learn when given these opportunities.

Campus Motto: Mind, Body, & Spirit

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Comprehensive Needs Assessment

Demographics

Summary

PNMS is located in the PNGISD in Port Neches, TX. We are located at 749 Central Street one block off of Merriman St. We serve grades 6-8 with approximately 600 students. PNMS strives to mold our students mind, body, and spirit.

According to the 2020 Census data, PNGISD consists of 28,022. We are a diverse community with White, Hispanic, Asian and African American students. We are 67% white. 15% Hispanic, 6% Asian and 3% African American make up the majority of our ethnic population. We have had an increase in Hispanic population over the last year.

Port Neches Middle School students feed Port Neches-Groves High School. We are very fortunate to also have Lamar University very close offering our staff opportunities for Master and Doctoral degrees in Education.

Strengths

- PNMS Attendance consistently hold in the 96% range
- Due to the rise in ESL and LEP students, the Newcomer teacher is an extreme benefit
- Staff demographics are comparable to student demographics
- Core classroom size

Problem Statements Identifying Demographics Needs

Problem Statement	Root Cause
1★ Student group percentages continue to increase in areas of at risk, ESL, economically disadvantaged and special education.	Hispanic, economically disadvantaged, ELL and at risk students continue to increase.

★ = Priority

Student Learning

Summary

PNMS has a history of high performance on standard testing, UIL, band, choir, athletics and many other local and statewide competitions. PNMS has always met AYP. PNMS overall student scores continue to be the best in our local 5A region. PNMS was voted best middle school in our area in 2013, 2015, 2016, 2017 & 2018.. PNMS has proudly won Sweepstakes in band the past 28 years. PNMS has numerous All Region Band and Choir members. PNMS Robotic Team has competed on the state level for several years.. PNMS has proudly competed on the highest levels in Football, Volleyball, Basketball, and Track. In the past 8 years PNMS has won 34 district championships in various sports. PNMS students have placed in VFW Patriot Pen Essay contest. Students at PNMS have placed in the top 3 in many essay contests in the Beaumont area. PNMS has always met standard.

PNMS CATE students work in conjunction with Indorama Ventures in building birdhouses for migrating water fowl and help in other district projects. They also work with local businesses to provide furniture.

Strengths

- EOC Algebra I 100% passing
- Math, Reading and Writing on all levels

Problem Statements Identifying Student Learning Needs

Problem Statement	Root Cause
1 ★ Eighth grade Social Studies student scores are below state average.	All students, Hispanic, white, and economically disadvantaged students continue to score below state average.
2 ★ Student Achievement rates between Special Education and Regular Education Students are disproportional.	STAAR Achievement rates of Special Education compared to Regular Education Students in Reading and Math.
3 ★ Failure to have student growth in all subjects.	Decrease in the passing percentage of 8th grade Social Studies STAAR.
4 ★ Index III Closing Performance Gaps needs to be addressed.	Student STAAR weighted performance by economically disadvantaged and Hispanic students in writing, science and social studies. White ,Asian, ELL, Special Education, Non -Continuously enrolled all subjects.
5 ★ Loss of Student Instruction and Failure to Cover all the TEKS	School closures due to Hurricane, TPC explosion and COVID-19.

★ = Priority

School Processes & Programs

Summary

PNMS has hired and retained some of the best teachers in the state of Texas. Our interview process is intense and multi-layered. We have an intensive screening process before we begin to interview candidates. We have a mentor teacher program that helps new teachers to the district.

PNMS provides professional development opportunities for staff year round. DEIC and CIC help provide in-put for the campus plan and staff development to help address campus needs. PNMS participates in the district wide Aspiring Administrative initiative to help train possible new administrators to the district.

PNMS offers DMAC to teachers as an important Data Analysis tool. Teachers are trained on how to use this tool. Many teachers run their own analysis to better understand needs.

PNMS uses TEKS Resource System as a supplement for our teachers. PNMS uses a broad range of Internet sources along with traditional textbooks as supplements and guides for instruction. TEKS Resource System provides us with tools to prepare students for STAAR testing.

PNMS does bench marking to help teachers better assess when students are not meeting the objectives.

The motto at PNMS is Mind, Body, Spirit. We strive to meet the mental, physical and spiritual needs of all our students. We have a long standing Tradition of Excellence. Our students and parents have expressed a deep sense of welcome. It is our goal to continue to make all stakeholders feel welcome and important.

Provide school counseling to all students at Port Neches Middle School, including children who are at risk of academic failure, dropping out of school, involved in the justice system or show evidence of drug use and/or abuse.

PNMS is committed to improving and implementing technology in grades 6-8. We have teacher laptops, student laptops, administrator PC, Library PCs, Lab PCs a Mobile Distance Learning Labs, IPADs, video Distribution system, 42" Flat Screens, Teacher Microphone systems, document cameras, mimio systems and Chrome-books. We have a Certified Technology Specialist. PNMS is a one-to-one campus with a data pull and wireless access.

PNMS uses technology in every core classroom everyday. PNMS revises technology yearly in order to better serve our students and staff. Technology is a vital component to the everyday life at PNMS. We house one computer lab for general purposes. We have video security and phone systems that are maintained by the technology department.

Strengths

- PNMS retains the vast majority of the teachers until retirement.
- PNMS participates in the Aspiring Administrators Initiative program to help grow our own New Administrators.
- Teachers fully implementing Curriculum as demonstrated via walk-throughs
- RTI is being implemented in all grades. The data shows most students needs are met at Level One.
- All Teachers participate in goal setting for students via the Campus Plan, Staff Development and Faculty Meetings.
- All Teachers will set Individual Professional Goals
- T-Tess
- Student and teacher schedules reflect maximum instruction.
- Daily operations of the campus at PNMS meet the needs of parents, students and staff.
- Students have many opportunities for extended learning time. For example Study Hall and morning tutorials.
- PNMS has technology in every classroom for students and teachers to use daily
- PNMS uses one to one to support technology and learning. Teachers use technology daily at PNMS.
- PNMS students are extremely proficient in computer technology and are evaluated yearly.
- PNMS will contract with additional counseling personnel to provide mentoring to all students, including children who are at risk of academic failure, dropping out of school, involvement in criminal or delinquent activities or drug use and abuse.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement	Root Cause
1★ Continue to stress attendance for employees.	Teachers involved in high school extra curricular activities, jury duty and personal leave.
2★ Students' failure to monitor their own progress.	Lack of focus from students when it come to monitoring progress. Lack of emphasis on student monitoring.
3★ There is not enough student led instruction in classroom.	Teachers are adapting to the new T-TESS system which leans toward student led instruction.
4★ PNMS will continue to promote Intra-school wide communication.	Lack of planning by school organizations. Lack of daily reading of e-mails.
5★ Campus technology resources need to include the use of chromebooks.	Educational processes along with new technology advances require new technology components in the hands of students and educators.

6
★

PNMS will continue to update security systems on campus.

Lack of exterior doors to function correctly in conjunction with alarm systems. Teachers and staff need to continue to wear badges. All exterior doors to remain closed.

7
★

PNMS will contract with additional counseling personnel to provide mentoring and school counseling to all students, including children who are at risk of academic failure, dropping out of school, involvement in criminal or delinquent activities, or drug use or abuse

Increase in students requiring these services.

★ = Priority

Perceptions

Summary

PNMS has a very dedicated staff and faculty. We are Warrior Family. We all have a shared sense of purpose and values that separate us from other middle schools. We have a commitment to excel in all things.

PNMS is also dedicated to keeping our school safe. PNMS reviews safety procedures and conducts drills regularly. We take time to instruct and drill our staff for all possible scenarios. PNMS now has a full time contracted police officer assigned to the campus.

PNMS has a very dedicated staff who care about all of our Warriors. We are blessed to have an active PTA who cares about the well-being of all of our students.

PNMS distributes a yearly Parent Involvement Survey. PNMS has scored very highly according to parents in parent involvement. We use Webpages, Remind 101, Twitter, marquee, SportsU, and e-mail often to communicate with parents.

Strengths

- Student participation in Extra-Curricular activities is wide spread at PNMS
- There has been no reportable gang related activity at PNMS in the last 6 years
- PNMS has effective procedures in place for safety
- PNMS participates in various food drives; Christmas outreach programs, Humane Society Programs, Pennies for Patients to name a few
- PNMS PEIMs data reflects the very nature of our campus. No school violent assaults.
- When severe student needs arise, PNMS pulls together and raises money to help.
- Our campus is perceived friendly and welcoming. PNMS was voted best Middle School in the area.
- Our campus has a very effective communications system. We use webpages, Remind 101, Twitter, announcements, mail-out, SportsU and e-mails.
- PNMS has tremendous parent support for all of our events.

Problem Statements Identifying Perceptions Needs

Problem Statement	Root Cause
1 ★ Middle school students continue to experiment with alcohol, vapes and tobacco.	Social trends and lack of education among middle school students.
2 ★ Student bullying has decreased but still poses a problem.	Overall age of students in middle school. Lack of education by parents. Social trends. Lack of communication between students.
3 ★ PNMS will continue to review all safety procedures and audits for areas that are considered to be unsafe with the contracted police officers.	Failure to adhere to campus policy.

★ = Priority



Priority Problem Statements

Problem Statement

Root Cause

1
★

Student group percentages continue to increase in areas of at risk, ESL, economically disadvantaged and special education.

Hispanic, economically disadvantaged, ELL and at risk students continue to increase.

2
★

Eighth grade Social Studies student scores are below state average.

All students, Hispanic, white, and economically disadvantaged students continue to score below state average.

3
★

Student Achievement rates between Special Education and Regular Education Students are disproportional.

STAAR Achievement rates of Special Education compared to Regular Education Students in Reading and Math.

4
★

Failure to have student growth in all subjects.

Decrease in the passing percentage of 8th grade Social Studies STAAR.

5
★

Index III Closing Performance Gaps needs to be addressed.

Student STAAR weighted performance by economically disadvantaged and Hispanic students in writing, science and social studies. White ,Asian, ELL, Special Education, Non -Continuously enrolled all subjects.

6
★

Continue to stress attendance for employees.

Teachers involved in high school extra curricular activities, jury duty and personal leave.

7
★

Students' failure to monitor their own progress.

Lack of focus from students when it come to monitoring progress. Lack of emphasis on student monitoring.

8
★

There is not enough student led instruction in classroom.

Teachers are adapting to the new T-TESS system which leans toward student led instruction.

9
★

PNMS will continue to promote Intra-school wide communication.

Lack of planning by school organizations. Lack of daily reading of e-mails.

10
★

Campus technology resources need to include the use of chromebooks.

Educational processes along with new technology advances require new technology components in the hands of students and educators.

11
★

PNMS will continue to update security systems on campus.

Lack of exterior doors to function correctly in conjunction with alarm systems. Teachers and staff need to continue to wear badges. All exterior doors to remain closed.

12
★

PNMS will contract with additional counseling personnel to provide mentoring and school counseling to all students, including children who are at risk of academic failure, dropping out of school, involvement in criminal or delinquent activities, or drug use or abuse

Increase in students requiring these services.

13



Middle school students continue to experiment with alcohol, vapes and tobacco.

Social trends and lack of education among middle school students.

14



Student bullying has decreased but still poses a problem.

Overall age of students in middle school. Lack of education by parents. Social trends. Lack of communication between students.

15



PNMS will continue to review all safety procedures and audits for areas that are considered to be unsafe with the contracted police officers.

Failure to adhere to campus policy.

★ = Priority



Data Documentation for CNA

Data Documentation for CNA

The following data were used to verify the comprehensive needs assessment analysis:

Accountability Data

- ☒ Accountability Distinction Designations

Student Data: Assessments

- ☒ STAAR current and longitudinal results, including all versions
- ☒ STAAR End-of-Course current and longitudinal results, including all versions

Student Data: Behavior and Other Indicators

- ☒ Attendance data
- ☒ Discipline records
- ☒ Tobacco, alcohol, and other drug-use data

Employee Data

- ☒ Campus department and/or faculty meeting discussions and data

Parent/Community Data

- ☒ Parent surveys and/or other feedback

Support Systems and Other Data

- ☒ Budgets/entitlements and expenditures data



Goals

Goal 1 PNMS will ensure academic growth for every student through high-quality literacy and mathematics instruction.

Performance Objective 1 High Priority HB3 Goal

PNMS will strengthen literacy outcomes through high-quality instruction and targeted supports that promote growth for every student.

Evaluation Data Source: 6-8 Reading STAAR/EOC Meets performance will increase from 62% (2026 baseline) to 67% in 2027, with annual increases toward a target of 70% by 2028.

6-8 Reading STAAR/EOC Masters performance will increase from 35% to 37% in 2027, with annual increases toward a target of 40% by 2028.

Performance Objective 2 High Priority

PNGISD will strengthen mathematics outcomes through rigorous instruction, problem-solving experiences, and targeted supports that promote growth for every student.

Evaluation Data Source: 7th Grade Math STAAR/EOC Meets performance will increase from 19% to 30% in 2027, with annual increases toward a target of 35% by 2028.

7th Grade Math STAAR/EOC Masters performance will increase from 2% to 10% in 2027, with annual increases toward a target of 15% by 2028.

Goal 2

PNMS will prepare every student to successfully pursue college, career, or military opportunities through rigorous instruction and meaningful experiences that support College, Career, and Military Readiness.

Performance Objective 1

Increase student participation and success in Career and Technical Education programs that lead to workforce readiness and industry-based certifications.

Evaluation Data Source: Increase the number of students beginning a Program of Study.

Monitor student participation rates in CTE pathways annually.

Review CTE program data to ensure alignment with workforce needs and high-demand career opportunities.

Goal 3

PNMS will provide all students and staff with a safe, secure, and drug-free learning environment that supports academic success and promotes social-emotional well-being.

Performance Objective 1 High Priority

PNMS will maintain and strengthen comprehensive safety and emergency preparedness practices through ongoing training, established protocols, and the presence of armed law enforcement personnel on every campus

Evaluation Data Source: * Annual safety and emergency response trainings completed by staff.

* Documentation of required drills and safety exercises.

* Annual review and implementation of district safety protocols and procedures.

* Assignment of armed police officers to every campus.

* Staff feedback and assessments demonstrating knowledge and preparedness to respond appropriately during emergency situations.

Performance Objective 2 High Priority

PNMS will implement threat assessment and prevention practices to proactively identify, assess, and address concerns impacting the physical and emotional safety of students and staff.

Evaluation Data Source: * Threat Assessment Team reports and documentation.

* Monitoring and review of threat assessment referrals and outcomes.

* Documentation of intervention and support services provided when appropriate.

* Review of discipline, behavioral, and safety data to identify trends and areas for improvement.

* Evidence of a proactive, multidisciplinary approach to prevention and response.

Goal 4

PNMS will recruit, retain, and develop highly effective faculty and staff through meaningful professional learning, leadership development, and recognition of excellence.

Performance Objective 1

Provide all instructional staff and administrators with access to high-quality professional learning opportunities aligned to district priorities, instructional effectiveness, and continuous improvement.

Evaluation Data Source: * Professional development attendance records.

* PDExpress evaluations and transcripts.

* Non-district professional development registration records.

* DEIC minutes and stakeholder feedback regarding professional learning.

* Documentation of professional learning aligned to district initiatives and identified needs.

Performance Objective 2

Implement and sustain systems that recognize, support, and retain highly effective educators through leadership opportunities and participation in the Teacher Incentive Allotment (TIA).

Evaluation Data Source: * Teacher Incentive Allotment participation and designation data.

* Number and percentage of eligible teachers earning or maintaining TIA designations.

* Retention rates of instructional staff.

* Participation in leadership development opportunities, including Aspiring Administrators.

* Exit interview and employee feedback data, when applicable.

Goal 5

PNMS will foster meaningful partnerships with students, families, and the community to strengthen engagement and support student success.

Performance Objective 1

Increase stakeholder engagement by providing meaningful opportunities for students, families, and community members to connect with and participate in school activities and decision-making.

Evaluation Data Source: * Annual parent, family, staff, and student survey results.

* Participation rates at family engagement activities, conferences, and school events.

* Documentation of outreach efforts targeting families who are traditionally underrepresented or less involved.

* Feedback collected through campus and district committees, including CIC.

Performance Objective 2

Maintain timely, transparent, and effective communication with stakeholders through multiple communication platforms and methods.

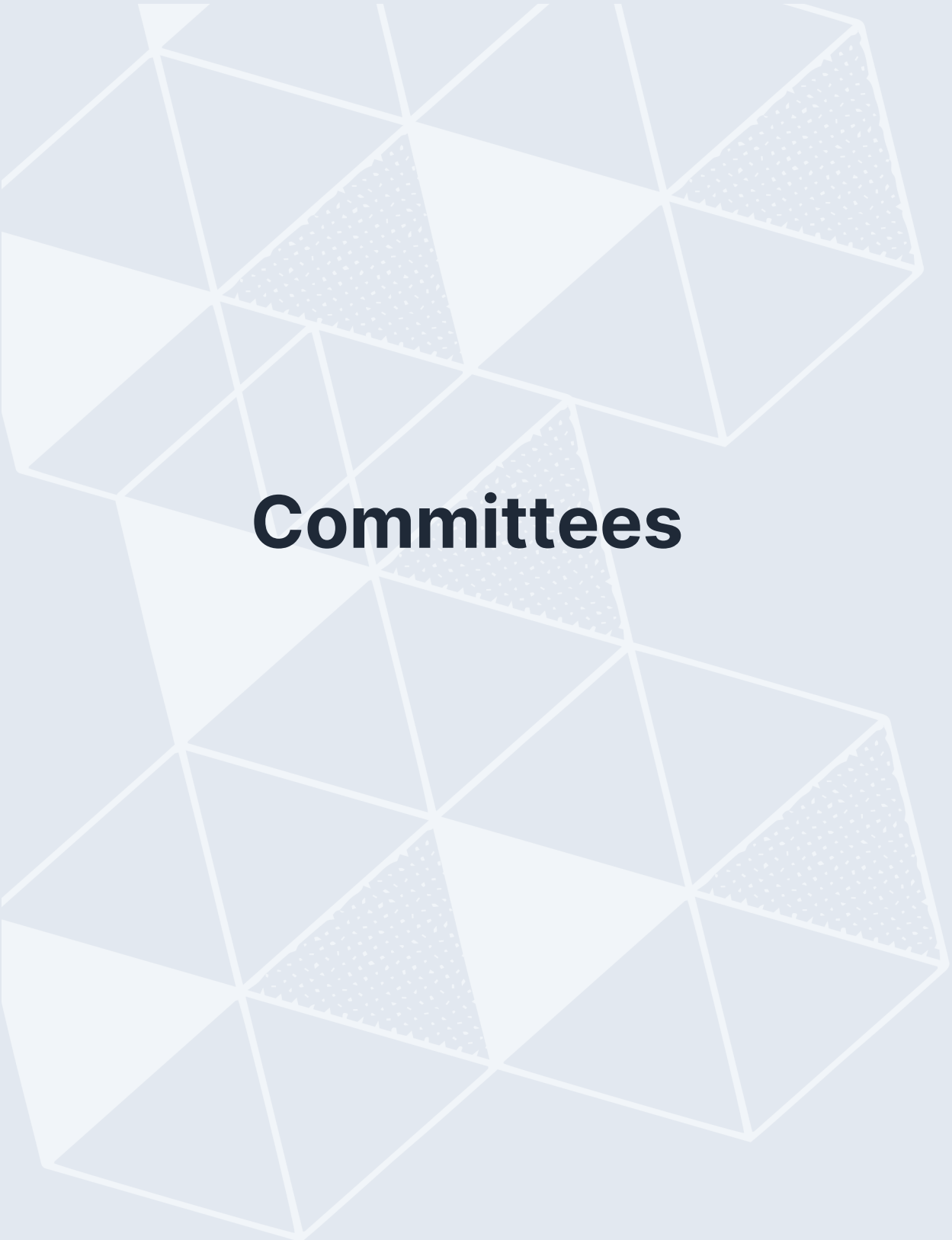
Evaluation Data Source: * Annual stakeholder survey results regarding the effectiveness of district and campus communication.

* Website and social media analytics, when available.

* ParentSquare, email, phone, text, and other communication usage reports.

* Documentation of communication efforts provided in multiple languages, as needed.

* Feedback from stakeholder groups regarding accessibility and clarity of communication.



Committees

Committees

2024-2026 Campus Site-Based Committee

Members

First Name	Last Name	Position	Committee Role
Terry	Schwertner	Member	Community
Brian	Landry	Member	Business
Jacquelyn	Stockdale	Member	Parent
Crystal	Storms	Member	Classroom Teacher
Katherine	Bass	Member	Classroom Teacher
Travis	Walker	Member	Classroom Teacher
Sarah	Kloehn	Member	Classroom Teacher
Kody	Latiolais	Member	Classroom Teacher SPED
Justin	Collazo	Member	Classroom Teacher Elective
Cheree	Romero	Member	Counselor
Kathryn	French	member	Administrator
Amber	Oleksy	Principal	Administrator
Lou	Evans	Secretary	campus secretary



Policies, Procedures, and Requirements

Policies, Procedures, and Requirements

Title	Person Responsible	Review Date	Addressed By	Addressed On
Bullying Prevention	Julie Gauthier	9/4/2025	Julie Gauthier	6/27/2024
Child Abuse and Neglect	Julie Gauthier	9/4/2025	Julie Gauthier	6/27/2024
Coordinated Health Program	Tanya Davis	9/4/2025	Julie Gauthier	6/27/2024
Decision-Making and Planning Policy Evaluation	Julie Gauthier	9/4/2025	Julie Gauthier	6/27/2024
Disciplinary Alternative Education Program (DAEP)	Brian Waguespack	9/4/2025	Julie Gauthier	6/27/2024
Dropout Prevention	Campus Principal	9/4/2025	Julie Gauthier	6/27/2024
Dyslexia Treatment Program	Julie Gauthier	9/4/2025	Julie Gauthier	6/27/2024
Title I, Part C Migrant	Staci Gary	9/4/2025	Julie Gauthier	8/21/2024
Pregnancy Related Services	Campus Nurse	9/4/2025	Julie Gauthier	6/27/2024
Post-Secondary Preparedness	Campus Counselors	9/4/2025	Julie Gauthier	6/27/2024
Recruiting Teachers and Paraprofessionals	Julie Gauthier	9/4/2025	Julie Gauthier	6/27/2024
Student Welfare: Crisis Intervention Programs and Training	Julie Gauthier	9/4/2025	Julie Gauthier	6/27/2024
Student Welfare: Discipline/Conflict/ Violence Management	Julie Gauthier	9/4/2025	Julie Gauthier	6/27/2024
Texas Behavior Support Initiative (TBSI)	Misty Higgins	9/4/2025	Julie Gauthier	6/27/2024
Technology Integration	Crystal Werkheiser	9/4/2025	Julie Gauthier	6/27/2024
Job Description for Peace Officers, Resource Officers & Security Personnel	Julie Gauthier	9/4/2025	Julie Gauthier	6/27/2024
Title I, Part A LEA Program Plan - 13 Statutory Required Descriptions	Staci Gary	6/27/2024	Julie Gauthier	8/21/2024
Parent and Family Engagement Plan	Staci Gary	9/3/2026	Julie Gauthier	6/27/2024



Addendums

Campus Improvement Committee

Committee Role	Name	Position
Administrator	Kyle Hooper	principal
campus secretary/paraprofessional	Lou Evans	Lou Evans
Administrator	Paul Bryan	Paul Bryan
Counselor	Raina Nichols	Raina Nichols
Classroom Teacher	Heidi Woodall	
Classroom Teacher	Courtney Guilbeau	Courtney Guilbeau
Classroom Teacher	Adriann Martin	Adriann Martin
Classroom Teacher	Leslie Balsamo	Leslie Balsamo
Classroom Teacher	Jennifer Joyner	Jennifer Joyner
Classroom Teacher	Dorothy Bailey	Dorothy Bailey
Classroom Teacher	Liz Desmond	Liz Desmond
Classroom Teacher	Kim McDuffie	Kim McDuffie
Business Representative	Chris Street	
Parent	Guy Williams	Guy Williams

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2018-2019 Campus Site-Based Committee

Committee Role	Name	Position	Signature
campus secretary	Lou Evans	member	
Administrator	Kyle Hooper	member	
Administrator	Paul Bryan	Assistant Principal	
Counselor	Raina Nichols	member	
Classroom Teacher	Adriann Martin	member	
Classroom Teacher	Jennifer Joyner	member	
Classroom Teacher	Liz Desmond	member	
Classroom Teacher	Dorothy Bailey	member	
Non-classroom Professional	Kelsey Crippen	member	
Non-classroom Professional	Summer Thompson	member	
Classroom Teacher	Jill Brack	member	
Parent	Amber McCullough	member	
Business Representative	Chris Street	member	