Killeen Independent School District

Nolan Middle School

2023-2024 Formative Review with Notes

Mission Statement

Here at Nolan we are a family of life long learners that will motivate one another to build a community of resiliency, integrity, and innovation.

Vision

Every **MUSTANG** will leave with the support and tools needed to achieve their goals.

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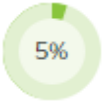
Goals

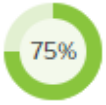
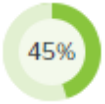
Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 1: By the end of the current school year, the percentage of students meeting grade-level standards in Math STAAR will increase 5% in all grade levels.

Evaluation Data Sources: Math STAAR Data & CUA Data

Strategy 1 Details	Reviews
Strategy 1: Teachers of at-risk students will participate in half-day planning sessions to evaluate student data, plan instruction, and design common formative assessments in order to improve achievement in all sub-populations. Substitutes will be provided for teachers when needed. **Strategy's Expected Result/Impact:** Teachers will have common lessons and assessments from which they can gather data and plan interventions for at-risk learners. The impact will be seen in an increase in the number of students who meet grade level on STAAR, MAP Growth, and CUA assessments. **Staff Responsible for Monitoring:** Principal Instructional Leaders Lead Teacher **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **- Targeted Support Strategy** **Problem Statements:** Demographics 1, 2, 3 - Student Learning 1, 5, 6, 7 - School Processes & Programs 1, 2	**Nov** — **November Evidence of Progress**  Early school year planning. **Jan** — **January Evidence of Progress** mid year planning complete **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 2 Details	Reviews
Strategy 2: Additional targeted support will be provided to at-risk learners and current Special Education students in order to increase academic growth status, to meet grade-level standards in math, by 5% for both our Special Education and EB / ESL student population. **Strategy's Expected Result/Impact:** Increase in meeting grade level standards on STAAR scores in math. **Staff Responsible for Monitoring:** Principal Instructional Leaders CIS **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 **- Targeted Support Strategy - Additional Targeted Support Strategy** **Problem Statements:** Demographics 2, 3 - Student Learning 1, 5, 6, 7 - School Processes & Programs 1, 2	**Nov** — **November Evidence of Progress** We've taken MAP assessments and CUA assessments and continue to monitor growth. **Jan** — **January Evidence of Progress** Mid year testing starts this month and will be completed by Jan. 29th **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 3 Details	Reviews
Strategy 3: Nolan will integrate technology into intervention lessons (such as Imagine Math, ST Math, and Imagine Reading) and tutoring for at-risk, EB, & GT students. **Strategy's Expected Result/Impact:** At-risk students will improve individual academic skills allowing them to close the achievement gap. **Staff Responsible for Monitoring:** Principal Instructional Leaders **Problem Statements:** Demographics 3 - Student Learning 1, 6, 7 - School Processes & Programs 4 - Perceptions 4	**Nov** — **November Evidence of Progress**  We received a certificate for having the most lessons completed in Imagine math for the month of October. **Jan** — **January Evidence of Progress**  Students are tracking in their online platforms in Imagine Math we also have add delta math and targeted instruction. **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 4 Details	Reviews
Strategy 4: Math teachers will collaboratively review data and implement lessons that utilize high-impact strategies (collaboration, Gradual Release Model, Accountable Talk) and promote rigor and thinking at high cognitive levels in all math classrooms. **Strategy's Expected Result/Impact:** Teachers will have common lessons and assessments from which they can gather data and plan interventions for at-risk learners. The impact will be seen in an increase in the number of students who meet grade level on STAAR, MAP Growth, and CUA assessments. **Staff Responsible for Monitoring:** Principal Instructional Leaders Lead Teacher **Title I:** 2.4, 2.5 **- TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **- Targeted Support Strategy** **Problem Statements:** Demographics 1, 2, 3 - Student Learning 1, 5, 6, 7 - School Processes & Programs 1, 2	**Nov** — **November Evidence of Progress** 15% PLC evidence and change in CUA scores. Received Spark award for most lessons completed in imagine math. **Jan** — **January Evidence of Progress** 60% Training was done on Jan 8th and Jan 10th **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

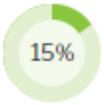
0% No Progress | 100% Accomplished | Continue/Modify | Discontinue

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 2: By the end of the current school year, the percentage of students meeting grade-level standards in Reading STAAR will increase by 5% in all grade levels.

Evaluation Data Sources: Reading STAAR Data & CUA Data

Strategy 1 Details	Reviews
Strategy 1: Teachers of at-risk students will participate in half-day planning sessions to evaluate student data, plan instruction, and design common formative assessments in order to improve achievement in all sub-populations. Substitutes will be provided for teachers when needed. **Strategy's Expected Result/Impact:** Teachers will have common lessons and assessments from which they can gather data and plan intervention for at-risk learners. **Staff Responsible for Monitoring:** Principal Instructional Leaders Lead Teachers **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Demographics 1, 2, 3 - Student Learning 2 - School Processes & Programs 1, 2	**Nov** — **November Evidence of Progress** RACE training and Data training. **Jan** — **January Evidence of Progress** Completed on Jan. 10th **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 2 Details	Reviews
Strategy 2: Additional targeted support will be provided to at-risk learners and current Special Education students in order to increase academic growth status, to meet grade-level standards in ELAR, by 5% for both our Special Education and EB / ESL student population. Saturday boot camps will be held for ELL students to fill in learning gaps. **Strategy's Expected Result/Impact:** The impact will be seen in an increase in the number of students who meet grade level on STAAR, MAP Growth, and CUA assessments **Staff Responsible for Monitoring:** Principal Instructional Leaders Lead Teachers **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **- Additional Targeted Support Strategy** **Problem Statements:** Demographics 1 - Student Learning 2 - School Processes & Programs 1	**Nov** — **November Evidence of Progress**  CUA data shows we need to keep working on closing the gaps . **Jan** — **January Evidence of Progress** CUA data shows we need to keep working on closing the gaps . **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 3 Details	Reviews
Strategy 3: ELAR teachers will attend professional development that focuses on ELAR standards and strategies during the school year in order to learn skills that will help fill gaps for AT-RISK, EB, and GT learners by attending conferences such as TCTELA, RTI at Work, Get your Teach on, or other similar conferences through places such as Solution Tree and Corwin. **Strategy's Expected Result/Impact:** To increase knowledge/application of ELAR TEKS and increase STAAR scores. **Staff Responsible for Monitoring:** Principal Instructional Leaders **TEA Priorities:** Connect high school to career and college **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **- Additional Targeted Support Strategy** **Problem Statements:** Demographics 2, 3 - Student Learning 2, 7 - School Processes & Programs 1, 2	**Nov** — **November Evidence of Progress** Texas ESL training **Jan** — **January Evidence of Progress** The conference takes place this month and in February **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 4 Details	Reviews
Strategy 4: ELAR teachers will collaboratively review data and implement lessons that utilize high-impact strategies (collaboration, Gradual Release Model, Accountable Talk) and promote rigor and thinking at high cognitive levels in the ELAR Classroom to include the use of student reading materials that allow for real-world application to enrich and grow their Reading achievement. **Strategy's Expected Result/Impact:** Teachers will have common lessons and assessments from which they can gather data and plan interventions for at-risk learners using resource material that makes the learning relevant to the learner. **Staff Responsible for Monitoring:** Principal Instructional Leaders Lead Teachers Teachers CIS **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Demographics 1, 2, 3 - Student Learning 2 - School Processes & Programs 1, 2	**Nov** — **November Evidence of Progress** 10% PLC and focus on GRR model doing collaborative teaming. **Jan** — **January Evidence of Progress** 65% Using ACE strategies training **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

0% No Progress | 100% Accomplished | Continue/Modify | Discontinue

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 3: By the end of the current school year, the percentage of students meeting grade-level standards in Science STAAR will increase 5% in 8th grade.

Evaluation Data Sources: Science STAAR, MAP, & CUA Data

Strategy 1 Details	Reviews
Strategy 1: Provide planning time during each nine weeks either as a department or grade level for science teachers to collaboratively review data and develop lessons based on the new phenomena-based learning. Developing lessons during the current school year that will also carry over into the 2024-25 school year with new standards and required teaching practices that will ensure success for all students to include: At Risk, EB/ ELL, and Advanced GT students. **Strategy's Expected Result/Impact:** Teachers will have common lessons and assessments from which they can gather data and plan interventions for at-risk learners. The impact will be seen in an increase in the number of students who meet grade level on STAAR, MAP Growth, and CUA assessments. **Staff Responsible for Monitoring:** Principal Instructional Leaders Lead Teachers CIS **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **- Targeted Support Strategy** **Problem Statements:** Demographics 1, 2, 3 - Student Learning 3, 6, 7 - School Processes & Programs 1, 2	**Nov** — **November Evidence of Progress** We had our first one on 10/6 **Jan** — **January Evidence of Progress** Planing took place on January 11th **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 2 Details	Reviews
Strategy 2: Additional targeted support will be provided to at-risk learners and current Special Education students in order to increase academic growth status, to meet grade-level standards in math, by 5% for both our Special Education and EB / ESL student population. These lessons will include areas of concern needing to be retaught or spiraled back into instruction ensuring student success. **Strategy's Expected Result/Impact:** The impact will be seen in an increase in the number of students who meet grade level on STAAR, MAP Growth, and CUA assessments. **Staff Responsible for Monitoring:** Principal Instructional Leaders Lead Teachers **TEA Priorities:** Build a foundation of reading and math **- Additional Targeted Support Strategy** **Problem Statements:** Demographics 3 - Student Learning 3, 6, 7 - School Processes & Programs 2	**Nov** — **November Evidence of Progress** 15% intervention during 2nd period to target students who need supports in Math . **Jan** — **January Evidence of Progress** 60% intervention during 2nd period to target students who need supports in Math and other targeted instruction plans **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

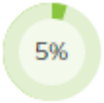
Strategy 3 Details	Reviews
Strategy 3: Additional targeted support will be provided to teachers through the attendance of CAST or other science-based professional development. Through continued education, teachers will be better able to support the learning of all students. **Strategy's Expected Result/Impact:** Teachers who attend CAST will be tasked with sharing their learning with the department in PLC upon return. Teachers attending conferences that have targeted at least one of these supports for students through best practices, data analysis, teacher growth & student achievement **Staff Responsible for Monitoring:** Principal Department Principals CIS Teacher leaders **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **- Targeted Support Strategy - Additional Targeted Support Strategy** **Problem Statements:** Demographics 1, 3 - Student Learning 3, 5, 6, 7 - School Processes & Programs 1, 2	**Nov** — **November Evidence of Progress** 100% Science teachers attended the training in October. **Jan** — **January Evidence of Progress** 100% **Mar** — **March Evidence of Progress** 100% **June** — **June Evidence of Progress** 100%

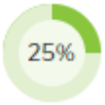
0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 4: By the end of the current school year, the percentage of students meeting grade-level standards in Social Studies STAAR will be 10% higher than KISD.

Evaluation Data Sources: Social Studies STAAR, MAP, & CUA Data

Strategy 1 Details	Reviews
Strategy 1: Teachers of at-risk students will participate in half-day planning sessions to evaluate student data, plan instruction, and design common formative assessments in order to improve achievement in all sub-populations. Substitutes will be provided for teachers when needed. **Strategy's Expected Result/Impact:** Teachers will have common lessons and assessments from which they can gather data and plan intervention for at-risk learners. **Staff Responsible for Monitoring:** Principal Instructional Leaders Lead Teachers **Title I:** 2.4, 2.5 **- TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **- Targeted Support Strategy** **Problem Statements:** Demographics 1, 2, 3 - Student Learning 4, 5, 6, 7 - School Processes & Programs 1, 2	**Nov** — **November Evidence of Progress**  We used our work day on 10/6 for planning **Jan** — **January Evidence of Progress** Planning on Jan 8th **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

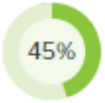
Strategy 2 Details	Reviews
Strategy 2: Additional Targeted Support will be provided to students through interventions to promote rigor and engagement by intentionally planning and incorporating AVID strategies, including writing, inquiry, collaboration, organization, reading, and hands-on learning through instructional strategies. **Strategy's Expected Result/Impact:** Increase in meeting grade level standards on STAAR scores in Social Studies. **Staff Responsible for Monitoring:** Principal Instructional Leaders Lead Teachers **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **- Additional Targeted Support Strategy** **Problem Statements:** Student Learning 4, 6, 7	**Nov** — **November Evidence of Progress**  Using during Wednesday interventions and working towards all content areas. **Jan** — **January Evidence of Progress** Using during Wednesday interventions and working towards all content areas. 10 week staar prep plan **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

 No Progress Accomplished Continue/Modify Discontinue

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 5: All AVID students will achieve college readiness skills that will prepare them to succeed in rigorous curricula and increase their opportunities to enroll in four-year colleges, trade school, community college.

Evaluation Data Sources: Student's interest in pursuing further education after high school.

Strategy 1 Details	Reviews
Strategy 1: AVID Site-team Meetings are held monthly involving staff, parents, and students. Informational support for students to improve in their coursework by bringing all parts together about student needs. **Strategy's Expected Result/Impact:** Increase in students' knowledge of college preparation **Staff Responsible for Monitoring:** Instructional Leaders Principal Department Principals CIS **ESF Levers:** Lever 3: Positive School Culture **Problem Statements:** Perceptions 1, 3, 4	**Nov** **November Evidence of Progress** 1st meeting for AVID Site Team completed **Jan** **January Evidence of Progress**  2 meeting this year **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

Strategy 2 Details	Reviews
Strategy 2: Once per semester, AVID will host Family Night and increase parent involvement during site team meetings. **Strategy's Expected Result/Impact:** Increase parents and students' knowledge of college preparation. **Staff Responsible for Monitoring:** Instructional Leaders **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college **- ESF Levers:** Lever 3: Positive School Culture **Problem Statements:** Student Learning 7 - Perceptions 1, 3, 4	**Nov** **November Evidence of Progress** N/A **Jan** **January Evidence of Progress** Jan 16th completed **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

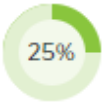
Strategy 3 Details	Reviews
Strategy 3: WICOR (Writing, Inquiry, Collaboration, Organization, Reading)will be implemented throughout core classes school wide by being included in lesson plans. Student work will be uploaded to the AVID shared folder as evidence. **Strategy's Expected Result/Impact:** Increase students' knowledge and understanding of TEKS and college preparation. **Staff Responsible for Monitoring:** Instructional Leaders Principal Department Principals CIS **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **- Targeted Support Strategy** **Problem Statements:** Demographics 2, 3 - Student Learning 1, 2, 3, 4, 5, 6, 7 - School Processes & Programs 1, 2	**Nov** — **November Evidence of Progress** 10% Intervention time and in Social Studies classrooms **Jan** — **January Evidence of Progress** 30% Interventions and classroom learning **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 4 Details	Reviews
Strategy 4: Support teachers by having them attend AVID Professional Development so they can support student learning to improve student achievement in our At Risk and EB/ ELL populations. **Strategy's Expected Result/Impact:** Best Practices, lesson planning with the intention to improve student achievement, active PLC using data to drive instruction, and implementation of Core AVID strategies resulting in student growth and achievement over the course of the year **Staff Responsible for Monitoring:** Principal, CIS, Instructional Leaders, and Lead Teachers **TEA Priorities:** Recruit, support, retain teachers and principals, Connect high school to career and college **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **- Targeted Support Strategy** **Problem Statements:** Demographics 1, 2, 3 - Student Learning 7 - School Processes & Programs 1	**Nov** — **November Evidence of Progress** N/A **Jan** — **January Evidence of Progress** 15% This will take place in July. identify teachers to attend. **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 6: Gifted Learners will be challenged to expand their thinking and capacity by engaging in high-level activities that require critical thinking and analysis skills that will culminate into a TPSP project.

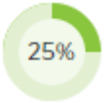
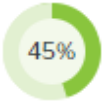
Strategy 1 Details	Reviews
Strategy 1: Gifted and Talented students will receive differentiated instruction, technology, and support while preparing them to participate in the Texas Performance Standards Project. **Strategy's Expected Result/Impact:** Students participate in activities that challenge their thinking and foster academic growth. **Staff Responsible for Monitoring:** GT Teachers GT Coordinators Instructional leaders Principal Department Principals CIS **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Demographics 1, 3 - Student Learning 5, 6, 7 - School Processes & Programs 1, 2 - Perceptions 1	**Nov** — **November Evidence of Progress**  Parent Meeting held in October and student meet 1 friday a month for review of project and updates. After school tutoring and support. **Jan** — **January Evidence of Progress** Students working during 2nd period on fridays and in their classroom. **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

 No Progress Accomplished Continue/Modify Discontinue

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 7: Provide instructional and program support for at-risk students at Nolan MS to increase meets standards by 5% (Average of SPED, EB, & Eco-Dis populations) in all core subjects on the STAAR.

Evaluation Data Sources: Improved student achievement.

Strategy 1 Details	Reviews
Strategy 1: To meet the needs of all core academic growth on STAAR and CUAs the campus will provide additional supplemental staff who can support the learning environment through targeted intervention, best practices, data analysis, and classroom support. **Strategy's Expected Result/Impact:** To provide teachers and students additional support in the classroom setting impacting the class size, and student achievement as a campus by 5%. **Staff Responsible for Monitoring:** Principal, Assistant Principals, CIS, Teachers **Title I:** 2.4, 2.5, 2.6 **Problem Statements:** Demographics 3 - Student Learning 1, 2, 3, 4, 5, 6, 7 - School Processes & Programs 1, 2 - Perceptions 1, 3	**Nov** — **November Evidence of Progress**  Push in and Intervention lessons **Jan** — **January Evidence of Progress**  Push in and Intervention lessons. 10 week plan to provide support **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 2 Details	Reviews
Strategy 2: A Nolan Tutoring Center will be established to provide tutoring and instructional support to struggling students and to those experiencing learning gaps. **Strategy's Expected Result/Impact:** To provide teachers and students additional support in the classroom setting impacting student achievement as a campus by 5%. **Staff Responsible for Monitoring:** Principal, Department Principals, CIS, Lead Teachers, Teachers **Title I:** 2.4, 2.5, 2.6 **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **- Additional Targeted Support Strategy** **Problem Statements:** Student Learning 1, 2, 3, 4, 5, 7 - School Processes & Programs 2, 3, 4 - Perceptions 4	**Nov** — **November Evidence of Progress** The Nolan Tutoring Center is open and working well to support students. over 600 check ins this year **Jan** — **January Evidence of Progress** The Nolan Tutoring Center is open and working with students to support students. **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 3 Details	Reviews
Strategy 3: Provide opportunities for students to include; At-Risk and EB/ELL and advanced students to take field trips that support student language acquisition and historical content that will help improve student performance and growth in the content areas. **Strategy's Expected Result/Impact:** ELL and emergent bilingual students will be able to make connections to historical content and create vocabulary support to increase student achievement in all content areas resulting in 5% growth on all state testing. All students will make connections to the content in the classroom through real-world experiences. **Staff Responsible for Monitoring:** LPAC coordinator, Reading, ELA, Math, Science, and Social Studies Teachers, CIS, Principal **Problem Statements:** Student Learning 1, 2, 3, 4, 5, 6, 7 - School Processes & Programs 3, 4 - Perceptions 4	**Nov** — **November Evidence of Progress** N/A **Jan** — **January Evidence of Progress** **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

 No Progress Accomplished Continue/Modify Discontinue

Goal 2: Killeen ISD will recruit, retain, and develop highly qualified staff by providing professional growth opportunities and supporting employee wellness and self-care.

Performance Objective 1: All NMS first-year teachers will receive an experienced teacher to mentor them.

Evaluation Data Sources: Mentor paperwork, Mentor Training Records

Strategy 1 Details	Reviews
Strategy 1: Mentors will be assigned and attend district training in order to learn ways to assist new teachers. **Strategy's Expected Result/Impact:** First-year teachers will become more acclimated to the environment and culture of Killeen ISD and Nolan. **Staff Responsible for Monitoring:** Principal CIS **TEA Priorities:** Recruit, support, retain teachers and principals **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture **Problem Statements:** Demographics 3 - Student Learning 6 - School Processes & Programs 2 - Perceptions 1, 2, 3	**Nov** **November Evidence of Progress** All mentors assigned and assisting teachers. Implemented Support Walks for new teachers every Wednesday during 2nd period. **Jan** **January Evidence of Progress** **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

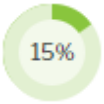
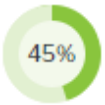
Strategy 2 Details	Reviews
Strategy 2: All new teachers will attend lunch and learn sessions to help support them on campus during their first year. The training will focus on campus culture, grade book, technology, best practices, and targeted strategies to help the new teacher on campus. **Strategy's Expected Result/Impact:** To provide teachers with additional strategies and support, which in turn will enhance the quality of instruction, improve student outcomes, and transform school culture. **Staff Responsible for Monitoring:** Principal Department Principals CIS Team Leads **Title I:** 2.4, 2.5, 2.6 **Problem Statements:** Demographics 1, 2, 3 - Student Learning 7 - School Processes & Programs 1, 2 - Perceptions 1, 2, 3	**Nov** — **November Evidence of Progress** 20% We have had 4 lunch and learns and continue to use these as support tools. **Jan** — **January Evidence of Progress** 35% this marking period have had 3 lunch and learns and continue to use these as support tools. **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

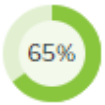
0% No Progress | 100% Accomplished | Continue/Modify | Discontinue

Goal 2: Killeen ISD will recruit, retain, and develop highly qualified staff by providing professional growth opportunities and supporting employee wellness and self-care.

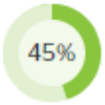
Performance Objective 2: Nolan Middle School will provide staff development to develop high-quality instruction to improve student performance on CUAs, MAP, and STAAR through best practices and the DOK learning progression found in the Professional Learning Community. The additional targeted supplemental focus will be on building a PLC to engage all learners in each student group.

Evaluation Data Sources: Percentage of staff participating in staff development and providing targeted support to students in each subgroup to a 5% growth for all students on targeted assessments through the district and State,

Strategy 1 Details	Reviews
Strategy 1: Provide professional development opportunities to include conferences such as TESOL, PLC at work/ Solution Tree, and Lead4ward conferences. This will lead to an increase in the collaborative environment among teachers in planning for their At-Risk and ELL students' learning . An administrator will attend each conference in order to bring back and implement strategies in the classroom. **Strategy's Expected Result/Impact:** To provide teachers with additional strategies and support, which in turn will enhance the quality of instruction, improve student outcomes, and transform school culture. **Staff Responsible for Monitoring:** Principal Instructional Leaders Lead Teachers **Problem Statements:** Demographics 1, 2, 3 - Student Learning 6, 7 - School Processes & Programs 1, 2 - Perceptions 2	**Nov** — **November Evidence of Progress**  ELL conference Technology in the classroom Collaborative Groups for teachers **Jan** — **January Evidence of Progress**  rocking review **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 2 Details	Reviews
Strategy 2: Provide state-required professional development for teachers of talented and gifted students. **Strategy's Expected Result/Impact:** Teachers of TAG students will be certified to teach the course. **Staff Responsible for Monitoring:** Principal GT Coordinator **TEA Priorities:** Recruit, support, retain teachers and principals **- ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Demographics 1 - Student Learning 7 - School Processes & Programs 1, 2	**Nov** — **November Evidence of Progress**  only 2 teachers who are finishing up their course work and will be completed by December. We will have all teacher done by January. **Jan** — **January Evidence of Progress** We have 1 teacher who needs to attend that is a new hire **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 3 Details	Reviews
Strategy 3: The campus will focus on strengthening the PLC process. Teachers and administrators will attend PLC related conferences and workshops to build instructional capacity and to increase the collaborative environment among teachers in planning for their at-risk students' learning. **Strategy's Expected Result/Impact:** Purposeful PLC and team planning that results in student achievement. **Staff Responsible for Monitoring:** Principal, Department Principals, CIS **Title I:** 2.4, 2.5, 2.6 **- Targeted Support Strategy** **Problem Statements:** Demographics 2 - Student Learning 1, 2, 3, 4, 6, 7 - School Processes & Programs 1, 2	**Nov** **November Evidence of Progress** Planning for summer and spring conferences is all ready taking place. **Jan** **January Evidence of Progress** Planning for summer and spring conferences is all ready taking place. We are reserving rooms **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

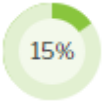
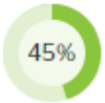
Strategy 4 Details	Reviews
Strategy 4: Provide teachers and staff professional development through book study, leadership opportunities (lead department PLC and grade level RTI meetings), and professional consultants focused on the collaboration in PLC and in the classroom with their students. The focus: Establish detailed conditions for creating collective teacher efficacy, using data to identify student learning needs and determine a common challenge Plan collectively, implement strategies, and observe colleagues in deliberate classroom practices that deepen expertise and facilitate increased student and teacher learning. Select learning opportunities to bolster knowledge and enhance professional skills surrounding evidence-based practices that address needs and accelerate learning. Define how teacher teams can cultivate and increase motivation and energy as individuals and, equally importantly, with one other. **Strategy's Expected Result/Impact:** Improve student achievement through the PLC process of planning and reviewing data. Student-focused classroom centered around collaborative work with an emphasis on a higher order of thinking. **Title I:** 2.4, 2.5, 2.6 **Problem Statements:** Demographics 2, 3 - Student Learning 6, 7 - School Processes & Programs 1, 2 - Perceptions 2	**Nov**  **November Evidence of Progress** Well organized PLC learning, collaborative teaming taking place weekly, Peer to peer training. In january starting teacher lunch and learn with campus. **Jan** **January Evidence of Progress** January 8th jan 10 jan 16, 17, 18 **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

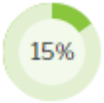
 No Progress Accomplished Continue/Modify Discontinue

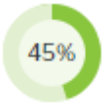
Goal 3: Killeen ISD will engage in transparent, timely communication with all stakeholders to build positive, supportive relationships with the community.

Performance Objective 1: Nolan MS will increase community and parental involvement in the school by 10% and increase the school's involvement and presence in the local community.

Evaluation Data Sources: Parent attendance at events with sign-in sheets and campus survey

Strategy 1 Details	Reviews
Strategy 1: Use communication tools such as social media to engage with stake holders to determine community values and encourage attendance at school events - such as: concerts, sporting events, and special events. **Strategy's Expected Result/Impact:** Increase parent awareness of resources and school events. **Staff Responsible for Monitoring:** Leadership team **ESF Levers:** Lever 3: Positive School Culture **Problem Statements:** Perceptions 1, 3, 4	**Nov** — **November Evidence of Progress**  Weekly parent Newsletter and Facebook **Jan** — **January Evidence of Progress**  Weekly parent Newsletter and Facebook **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 2 Details	Reviews
Strategy 2: Parent Program Nights. In an effort to give parents the opportunity to learn about all programs offered on campus and to grow in their ability to support their child's academic achievement, Parent Program Nights will be regularly hosted to include Curriculum Night, Dyslexia Night, Open House, EB Parent Information Night, Title 1 and the Parent and Family Engagement Policy and Home School Compact, the annual Title I meeting. During the spring, parents and families will be invited to review/revise the parent and family engagement policy and the home-school compact. **Strategy's Expected Result/Impact:** Increased parental involvement **Staff Responsible for Monitoring:** Principal Department Principals CIS Parent Liaison **Title I:** 4.1, 4.2	**Nov** — **November Evidence of Progress**  Curriculum Night 10/16 Event planned for 11/28 **Jan** — **January Evidence of Progress** Curriculum Night 1/22 Family Engagement 12/8 **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

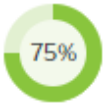
Strategy 3 Details	Reviews
Strategy 3: Nolan will hire a Parent Liaison to foster collaboration between the community, our parents, students, and staff. Parent Liaison to support a positive campus culture that brings the community, parents, students and staff together. This staff member will provide parent support, community outreach, student / parent support with the staff, and cultural events. , **Strategy's Expected Result/Impact:** As a campus we will host community and family engagement activities that result in positive feedback, a 5% increase in parent participation and students will benefit from additional support systems. **Staff Responsible for Monitoring:** Principal, department principals, CIS, Parent liaison **Title I:** 4.1, 4.2 **Problem Statements:** Demographics 3 - Perceptions 1, 2, 3, 4	**Nov** — **November Evidence of Progress**  Hired and is providing literacy clubs, Parent Nights, out reach for support. **Jan** — **January Evidence of Progress** Hired and is providing literacy clubs, Parent Nights, out reach for support 2 engagement nights hosted **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

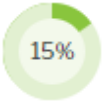
  No Progress Accomplished Continue/Modify Discontinue

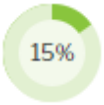
Goal 4: Killeen ISD will meet the social emotional needs of all students by fostering resilient relationships and providing a safe and healthy learning environment.

Performance Objective 1: Provide a safe school environment where all stakeholders work collaboratively to create a positive atmosphere for student learning and students discipline issues are minimized by 10%.

Evaluation Data Sources: Safety survey results

Strategy 1 Details	Reviews
Strategy 1: Guidance lessons will be provided through advisory to focus on character education for at-risk students that are struggling academically, socially, behaviorally and emotionally with the support of our school counselors. Parent Liaison will present and plan events such as Parent Nights, parent classes, Curriculum Night, cultural events , ESL Night, GT Showcase, STEM Night. **Strategy's Expected Result/Impact:** Students will develop character traits that lead to a positive school climate. **Staff Responsible for Monitoring:** At Risk Counselor Facilitator Parent Liaison **Title I:** 2.4, 2.5, 2.6, 4.1, 4.2 **Problem Statements:** Perceptions 3, 4, 5	**Nov** — **November Evidence of Progress** We have created 2 fridays an month for lessons, we have lunch groups, and mentor program . **Jan** — **January Evidence of Progress**  We have created 2 fridays an month for lessons, we have lunch groups, and mentor program . Work to support passing State testing **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 2 Details	Reviews
Strategy 2: Nolan Middle School will conduct fire/tornado and lock-down drills in accordance with district policy and procedure guidelines. **Strategy's Expected Result/Impact:** Successful drills **Staff Responsible for Monitoring:** Leadership team	**Nov** — **November Evidence of Progress**  We have conducted all emergency drills are up today and we passes our Region 12 inspection **Jan** — **January Evidence of Progress** We have conducted all emergency drills are up today and we passes our Region 12 inspection **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 3 Details	Reviews
Strategy 3: Lessons on bullying and violence will be provided through classroom guidance lessons. The Safe School program by Bell County will also be implemented. **Strategy's Expected Result/Impact:** Awareness about violence and bullying. Decrease in occurrences and increase in reporting. **Staff Responsible for Monitoring:** Counselors Department Principals	**Nov** — **November Evidence of Progress**  We have one module and 4 lunch and learns for targeted students. **Jan** — **January Evidence of Progress** We have 2 Fridays a month lessons and working an guest speaker for May with a parent night **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

 No Progress Accomplished Continue/Modify Discontinue

Goal 4: Killeen ISD will meet the social emotional needs of all students by fostering resilient relationships and providing a safe and healthy learning environment.

Performance Objective 2: Provide a school environment where daily physical activity is encouraged and provided and student health is a priority.

Evaluation Data Sources: Student surveys

Strategy 1 Details	Reviews
Strategy 1: Daily Physical Activity and healthy lifestyle choices are provided through PE, Pre-Athletics, or Athletics. Students are encouraged to participate in sports. Fitness grams are provided through PE multiple times a year. **Strategy's Expected Result/Impact:** Increase in sport participation. Increase in Fitness grams participation and data. **Staff Responsible for Monitoring:** Instructional Leader	**Nov** **November Evidence of Progress** **Jan** **January Evidence of Progress** PE also post lessons online **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**
No Progress Accomplished Continue/Modify Discontinue	

Goal 5: Killeen ISD will efficiently manage and allocate district resources to maximize student learning opportunities.

Performance Objective 1: Nolan Middle School will integrate technology and online learning platforms in order to maximize learning opportunities for students and increase student achievement by 5%.

Evaluation Data Sources: Lesson plans
Walkthroughs
Student engagement
Achievement improvement

Strategy 1 Details	Reviews
Strategy 1: Digital lesson design will be incorporated in PLC and staff development. **Strategy's Expected Result/Impact:** Students and staff will integrate technology in their learning. **Staff Responsible for Monitoring:** Principal Assistant Principals CIS Campus Technologist **Problem Statements:** Demographics 3 - Student Learning 6 - School Processes & Programs 1 - Perceptions 1, 2	**Nov** — **November Evidence of Progress** We are starting to ensure all PLC's provide time to review and plan using digital resources and providing new items to incorporate into lesson planning **Jan** — **January Evidence of Progress** We ensure all PLC's provide time to review and plan using digital resources and providing new items to incorporate into lesson planning **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

 No Progress Accomplished Continue/Modify Discontinue