

# Killeen Independent School District

## Liberty Hill Middle School

### 2016-2017 Goals/Performance Objectives/Strategies

**Accountability Rating: Met Standard**

**Distinction Designations:**

Academic Achievement in Mathematics

Academic Achievement in Science

Top 25% Student Progress

Top 25% Closing Performance Gaps

Postsecondary Readiness



# Mission Statement

To guide each student academic, emotional and social success in a change-driven world through a supportive and dynamic learning environment.

# Vision

Teach so that students learn to their maximum potential.

# Value Statement

Maintain a safe, secure, and responsible environment that will inspire students to achieve to their maximum potential.

Foster positive student, staff, family and community relationships.

Promote excellence and celebrate achievement in academics, the arts, athletics and life skills.

Encourage students to acquire the academic and interpersonal skills needed to become critical thinkers, effective communicators, problem solvers and lifelong learners.

Model high moral and ethical conduct.

Develop students' technological competencies to better prepare them to meet the demands of a changing world.

Motivate students to accept responsibility for their actions and demonstrate vibrant school spirit.

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# Goals

**Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.**

**Performance Objective 1:** Increase the passing rate of each student group by 7% in the STAAR Writing for 7th grade.

**Evaluation Data Source(s) 1:** Writing STAAR Data  
Final Grades

## Summative Evaluation 1:


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) All ELAR teachers will collaborate and plan lessons to assist with the alignment of TEKS, prepare common assessments, review assessment data, and plan interventions to at-risk students. All ELAR teachers will plan engaging and differentiated lessons focusing on identified At-Risk students, will use 3 full day planning sessions during the year.		Jorge Soldevila Ivana Saxon ELAR Department Lisa Adams	Data driven instructional planning. PLC data analysis of 9 week failure rates.				
	Funding Sources: 166 - State Comp Ed - \$2700.00						
2) Purchase ELAR instructional supplies for data driven instruction. The 6th & 7th Grade ELAR teachers will utilize dictionaries in the classroom so that students can become more proficient with the use, functions, and resources available through dictionaries.		Jorge Soldevila Ivana Saxon ELAR Department Lisa Adams	ELAR STAAR Data. Common Assessment results.				
	Funding Sources: 128 - High School Allotment - \$4410.00						
<b>State System Safeguard Strategy</b> 3) The 7th grade Writing department will design an after-school STAAR Academy focused on the needs of At-Risk SPED students to address identified System Safeguards.		Jorge Soldevila Ivana Saxon ELAR Department Lisa Adams	STAAR Data Student Progress Assessment Participation Rate				
	Funding Sources: 166 - State Comp Ed - \$800.00						
							

**Goal 1:** Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

**Performance Objective 2:** Increase the passing rate of each student group by 7% in the STAAR Reading for all grade levels.

**Evaluation Data Source(s) 2:** Reading STAAR Data  
Final Grades

**Summative Evaluation 2:**






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Purchase Scholastic Magazines for the reading classrooms to enable students to read current events and to practice reading and analyzing non-fiction material.		Jorge Soldevila Ivana Saxon ELAR Department	ELAR STAAR Data				
	Funding Sources: 128 - High School Allotment - \$600.00, 128 - High School Allotment - \$500.00						
2) Teachers with At-Risk students will utilize a wide variety of technology and to enrich reading proficiency and student learning.		ELAR Teachers Belinda Culley	Common Assessment Data ELAR STAAR Data				
	Funding Sources: 165/ES0 - ELL - \$100.00, 166 - State Comp Ed - \$85.00						
3) 6th-8th grade ELAR teachers will hold after school academies for At-Risk students in preparation of the STAAR exam.		Ivana Saxon Lisa Adams ELAR Department	Academy participation rate STAAR Scores				
	Funding Sources: 166 - State Comp Ed - \$3000.00						
4) As part of LHMS System Safeguard strategy to diagnose and differentiate instruction targeted to SPED and At-Risk students in the areas of Reading and Math, we will implement the Let's Go Learn Diagnostic-Instructional System for additional, focused, & intensive curriculum support.		Jorge Soldevila Frank Hammond Jennifer Clark	Participation Rate Student Progress Data				
	Funding Sources: 128 - High School Allotment - \$9840.00						
							

**Goal 1:** Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

**Performance Objective 3:** Increase the passing rate of each student group by 5% in the STAAR Math for all grade levels.

**Evaluation Data Source(s) 3:** Math STAAR Data  
Final Grades

**Summative Evaluation 3:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) The mathematics department will utilize the PLC process to discuss and share best practices and innovative approaches relative to teaching math. The department will focus on how to best utilize a 100 minute block and cooperative/group learning.		Jorge Soldevila Ivana Saxon Jennie LeiVan Math Department	Common assessments Lesson plans STAAR data				
2) The math department will analyze red line data from 2015/2016 in order to prepare and adjust instruction for this year.		Jorege Soldevila Ivana Saxon Jennie LeiVan Math Department	Lesson plans Classroom observations				
3) Teachers will attend a training by Texas Instruments in order to learn a wide range of TI-Nspire technology skills, and explore how to effectively integrate Math Nspired activities into the classroom.		Jorge Soldevila Ivana Saxon Jennie LeiVan	Classroom observations Common assessments Student Performance				
Funding Sources: 166 - State Comp Ed - \$2000.00, 166 - State Comp Ed - \$1200.00							
4) All math teachers will collaborate and plan lessons to assist with the alignment of TEKS, prepare common assessments, review assessment data, and plan interventions to struggling students. All math teachers will plan engaging and differentiated lessons focusing on identified At-Risk students, will use 2 full day planning sessions during the year.		Jorge Soldevila Ivana Saxon Math Department Jennie LeiVan	Data driven instructional planning. PLC data analysis of 9 week failure rates.				
Funding Sources: 166 - State Comp Ed - \$2400.00							
<b>State System Safeguard Strategy</b> 5) The Math department will design an after-school STAAR Academy inviting, targeting and focusing academic strategies to At-Risk SPED students across all grade levels as part of the System Safeguard measures.		Ivana Saxon Jennie LeiVan Math Department	Academy participation rate STAAR Results				
Funding Sources: 166 - State Comp Ed - \$3500.00							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 1:** Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

**Performance Objective 4:** Increase the passing rate of each student group by 5% in the STAAR Social Studies for 8th grade.

**Evaluation Data Source(s) 4:** Social Studies STAAR Exam  
Final Grades

**Summative Evaluation 4:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Social Studies teachers will attend the Law Related Education Conference in order to increase their knowledge of instruction and content relevant to the improvement of achievement on STAAR assessments by at-risk students.		Philip Parzanese Ivana Saxon Jorge Soldevila	STAAR results Lesson plans				
Funding Sources: 166 - State Comp Ed - \$1050.00, 166 - State Comp Ed - \$700.00							
2) Teachers will utilize TEA released items during the instructional process to increase the level of student awareness of content in this item-specific format. The 8th grade will use released STAAR questions in their curriculum.		Philip Parzanese Ivana Saxon	STAAR results				
3) Teachers will utilize TEKS (Year-at-a-glance, 9 Week Scope and Sequence, Instructional Focus Documents) to align the specificity and rigor of social studies instruction in all grade levels		Philip Parzanese Social Studies department	Common Assessments Classroom observations PLC conversations Lesson plans				
4) The 7th Grade and 8th grade social studies teachers will utilize consumable workbooks and novels to enrich student progress and promote success on the STAAR tests.		Jorge Soldevila Ivana Saxon Philip Parzanese	8th grade Social Studies STAAR data				
Funding Sources: 128 - High School Allotment - \$2150.00, 128 - High School Allotment - \$1378.45							
<b>State System Safeguard Strategy</b> 5) All social studies teachers will collaborate and plan lessons to assist with the alignment of TEKS, prepare common assessments, review assessment data, and plan interventions to struggling students. All social studies teachers will plan engaging and differentiated lessons focusing on identified SPED & At-Risk student needs to address System Safeguards.		Jorge Soldevila Ivana Saxon Social Studies Department Philip Parzanese	Data driven instructional planning. PLC data analysis of 9 week failure rates.				
Funding Sources: 166 - State Comp Ed - \$1000.00, 128 - High School Allotment - \$975.00							
6) The 8th grade Social Studies team will design an after-school STAAR Academy for identified At-Risk students.		Ivana Saxon Philip Parzanese 8th grade SS team	Academy participation rate STAAR Results				
Funding Sources: 166 - State Comp Ed - \$1320.00							
							

**Goal 1:** Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

**Performance Objective 5:** Increase the passing rate of each student group by 5% in the STAAR Science for 8th grade.

**Evaluation Data Source(s) 5:** Science STAAR Data  
Final Grades

**Summative Evaluation 5:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Purchase Science instructional supplies for data driven instruction.		Ivana Saxon Science Department Roger Allen	Science STAAR Data. Walk-through data of lab frequency.				
	Funding Sources: 128 - High School Allotment - \$1500.00, 128 - High School Allotment - \$600.00, 128 - High School Allotment - \$1200.00						
2) Science Olympics event will be hosted during the school day to target SPED and struggling At-Risk students as part of our campus System Safeguard actions.		Jorge Soldevila Ivana Saxon Roger Allen	Participation Rate				
	Funding Sources: 128 - High School Allotment - \$1500.00, 128 - High School Allotment - \$1200.00						
3) All Science teachers will collaborate and plan lessons to assist with the alignment of TEKS, prepare common assessments, review assessment data, and plan interventions to struggling students. All Science teachers will plan engaging and differentiated lessons focusing on identified At-Risk students, will use 2 full day planning sessions during the year.		Jorge Soldevila Ivana Saxon Roger Allen					
	Funding Sources: 166 - State Comp Ed - \$1200.00, 166 - State Comp Ed - \$1900.00						
4) The 8th grade Science team will design an after-school STAAR Academy for identified At-Risk students.		Ivana Saxon Roger Allen 8th grade team	Academy participation rates STAAR results				
	Funding Sources: 166 - State Comp Ed - \$1320.00						
							




**Goal 1:** Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

**Performance Objective 6:** Provide instructional and program support for at-risk students at LHMS.

**Evaluation Data Source(s) 6:**

**Summative Evaluation 6:**

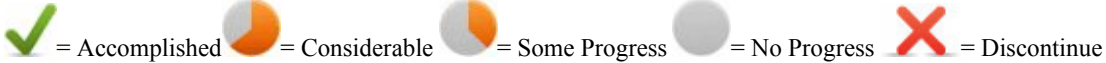
Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Fund two full-time instructional aide to assist at-risk learners.		Jorge Soldevila					
Funding Sources: 166 - State Comp Ed - \$43278.49							
2) All core subject area teachers will collaborate with at-risk teacher, and utilize At-Risk resources to provide support for focused instructional content.		Jorge Soldevila Lisa Walker All Core Teachers	STAAR data				
Funding Sources: 128 - High School Allotment - \$1130.00							
<b>State System Safeguard Strategy</b> 3) SPED Teachers will attend Special Education Workshops in-district and out of district to better plan and differentiate lesson plans for SPED students as part of System Safeguard measures.		Ivana Saxon Tracy Blevins Inclusion Teachers	STAAR data Final Grades				
Funding Sources: 128 - High School Allotment - \$120.00, 128 - High School Allotment - \$500.00							
							

**Goal 1:** Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

**Performance Objective 7:** Students whose native language is not English (ELL students) will be provided with engaging and exciting reading materials that are written at age and content appropriate levels for older, emerging readers.

**Evaluation Data Source(s) 7:** ELL Performance on STAAR exams and in classroom grades

**Summative Evaluation 7:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Purchase and utilize technology and targeted resources to facilitate reading/writing fluency of ELL students, providing focused assistance in preparation of testing.		Belinda Culley Ivana Saxon					
Funding Sources: 165/ES0 - ELL - \$2500.00, 165/ES0 - ELL - \$702.00, 165/ES0 - ELL - \$100.00							
<b>State System Safeguard Strategy</b> 2) As part of LHMS System Safeguards strategy, we will purchase STAAR prep workbooks, grammar practice and language acquisition practice consumables, as well as instructional supplies to increase student achievement for ELL students in Reading.		Belinda Culley Ivana Saxon					
Funding Sources: 263 - ESEA, Title III Part A - \$1231.00, 263 - ESEA, Title III Part A - \$200.00							
							

**Goal 1:** Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

**Performance Objective 8:** Gifted learners will be challenged to expand their thinking and capacity by engaging in high-level activities that require elevated levels of critical thinking and analysis.

**Evaluation Data Source(s) 8:**

**Summative Evaluation 8:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) High interest and challenging activities will be implemented into the general curriculum primarily via ELA (the department in which the TPSP is being completed).		Lisa Walker Lisa Adams Nicole Shields	TPSP and products of lessons in ELA				
	Funding Sources: 177 - Gifted/Talented - \$922.00						
2) Field trip to Perot Museum of Nature and Science where students will explore elements of nature and science. Students will participate in hands-on experiments.	4	Lisa Walker Ivana Saxon Nicole Shields	Personal narrative written by students about their experience.				
	Funding Sources: 177 - Gifted/Talented - \$1200.00, 177 - Gifted/Talented - \$600.00						
3) SPARKS Learning tools to enrich classroom curriculum in Math and Science through data collection and analysis.		Lisa Walker Roger Allen Jennie Leivan	Successful differentiation of classroom curriculum for TAG students.				
	Funding Sources: 177 - Gifted/Talented - \$3893.00						
							

**Goal 1:** Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

**Performance Objective 9:** AVID students will receive college readiness skills that will prepare them to succeed in rigorous curricula, and increase their opportunities to enroll in four-year colleges.

**Evaluation Data Source(s) 9:** AVID Enrollment data

**Summative Evaluation 9:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) LHMS AVID students will be enrolled in a rigorous course of study, including enrollment in at least one Pre-AP course.		Jennifer Roden Ronda Anderson	Final Grades Enrollment Data.				
							

**Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.**


**Performance Objective 1:** To implement professional development programs which improve teacher growth in the areas of classroom management, differentiated instruction, and improved content rigor with a focus on Reading, Writing, and Social Studies. We will disaggregate student needs using multiple measures of student data and plan the professional development accordingly.

**Evaluation Data Source(s) 1:** Teacher feedback.

PLC Agendas

Instructional Rounds data

**Summative Evaluation 1:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Professional Development training: Dufour PLC Conference, Solution Tree Response to Intervention, Awaken Summit and Fundamental Five Conference.		Admin Team All Teachers	Demonstrate and utilize effective planning and instructional leadership in the classroom and PLCs in creating engagement in the classroom.				
	Funding Sources: 166 - State Comp Ed - \$11205.50, 166 - State Comp Ed - \$800.00, 166 - State Comp Ed - \$3000.00						
2) Teachers will meet during professional development days to review student work, data, instructional strategies and discuss ways to increase rigor during instruction.		Admin Team Teacher Leaders	Lesson Plans Walkthroughs PLC discussions				
3) Participate in campus and district Instructional Round practices by peer teaming in order to observe, practice, and improve the instructional practices of the campus.		Admin Team Teacher Leaders	Staff Feedback				
4) 100% of 1st year teachers will receive mentor master teacher for support and guidance. New to the campus teachers will receive a buddy teacher for support.		Ivana Saxon	Teacher feedback.				
5) Provide lunch specials for the new teachers once a month to focus on classroom strategies through book study on "What Great Teachers Do Differently" by Todd Whitaker.		Admin Team CIS Mentors	New Teacher Feedback. Mentor Teacher Feedback.				
							

**Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.**

**Performance Objective 1:** LHMS will continue to develop parent programs in order to encourage greater parental involvement and community presence throughout the year.

**Evaluation Data Source(s) 1:** Parental feedback and participation rates.

**Summative Evaluation 1:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Improve and expand communication of all campus news and events through multiple venues so that students, parents, and community stakeholders are more effectively informed.		Admin Team	Parent feedback				
2) Develop and maintain LHMS core values program to encourage and promote good citizenship.		Amanda Mejias	Parent feedback Student participation				
Funding Sources: 128 - High School Allotment - \$500.00							
3) Parents will be invited to "Have Coffee With The Principal" events to share ideas on increasing school-community relations.		Admin Team	Parent Participation				
4) Military transition support personnel will host support groups with military students and parents.		MSTC Representative	Parent Participation				
5) Provide support for Boys and Girls Club.		Admin Team	Student participation in Boys and Girls Club.				
							

**Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.**

**Performance Objective 1:** LHMS will continue to focus on the improvement of the overall discipline of our students through positive recognition, reinforcement programs and anti-bullying initiatives.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) LHMS will work to evaluate all emergency drills and focus on running smooth, precise, and technically sound drills.		Admin Team All Teachers	Successful completions of drills.				
2) Staff and students will participate in Safety Week activities that address bullying/cyberbullying prevention, internet safety, etc.		Admin Team	Student Feedback				
3) All teachers will be posted in the center of the hallway during passing periods to monitor students.		Admin Team All Teachers	Reduction in MOR, Tardies.				
4) Advisory activities will stress will address alcohol / health / good moral character education.		Amanda Mejias All Teachers	Student Feedback				
							

**Goal 5: Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.**

**Performance Objective 1:** LHMS will continue to focus on sound financial procedures. LHMS will continually work with staff via training and consultation to ensure all KISD financial policies are followed closely.

**Evaluation Data Source(s) 1:** 0 identified Areas of Improvement during internal/external audits.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) SBDM committee will work diligently in approving campus PD expenditures that are aligned to campus needs.		Jorge Soldevila Ivana Saxon SBDM Committee Members	SBDM participation rates SBDM agendas				
2) Principal, Principal's Secretary, Financial Secretary will attend the district financial trainings and adhere to all district financial policies.		Jorge Soldevila Yolanda Ruiz Matilda Lavender	Internal audit data.				
3) Digital literacy will be incorporated in PLC and Department conversations for use of lesson design		Admin Team Jennifer Clark CIT Aide	Walkthrough data Teacher feedback				
							




**Goal 5:** Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

**Performance Objective 2:** LHMS will engage in the Instructional Rounds process. We will use this process as a vehicle for instructional change and overall school growth. We will also provide extensive PD to our teachers in the area of Visible Learning by John Hattie.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Teachers will attend Instructional Round training provided by the district.		Admin Team	Staff0-led internal Instructional Rounds. Participation of District Network Instructional Rounds				
							

## State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	3	The 7th grade Writing department will design an after-school STAAR Academy focused on the needs of At-Risk SPED students to address identified System Safeguards.
1	2	4	As part of LHMS System Safeguard strategy to diagnose and differentiate instruction targeted to SPED and At-Risk students in the areas of Reading and Math, we will implement the Let's Go Learn Diagnoststic-Instructional System for additional, focused, & intensive curriculum support.
1	3	5	The Math department will design an after-school STAAR Academy inviting, targeting and focusing academic strategies to At-Risk SPED students across all grade levels as part of the System Safeguard measures.
1	4	5	All social studies teachers will collaborate and plan lessons to assist with the alignment of TEKS, prepare common assessments, review assessment data, and plan interventions to struggling students. All social studies teachers will plan engaging and differentiated lessons focusing on identified SPED & At-Risk student needs to address System Safeguards.
1	5	2	Science Olympics event will be hosted during the school day to target SPED and struggling At-Risk students as part of our campus System Safeguard actions.
1	6	3	SPED Teachers will attend Special Education Workshops in-district and out of district to better plan and differentiate lesson plans for SPED students as part of System Safeguard measures.
1	7	2	As part of LHMS System Safeguards strategy, we will purchase STAAR prep workbooks, grammar practice and language acquisition practice consumables, as well as instructional supplies to increase student achievement for ELL students in Reading.