

# **Killeen Independent School District**

## **Rancier Middle School**

### **2018-2019 Formative Review Quick Update**



# Mission Statement

MISSION: We will inspire our students on a path of life-long learning, meeting the needs of our future leaders.

## Vision

VISION: We are dedicated to fostering the emotional, social and intellectual growth of each member of the KaRoo family.

## Core Beliefs

We believe all students can learn.

We believe high expectation promote higher achievement.

We believe everyone has the right to a safe environment.

We believe that building a meaningful relationship with every student and colleague is the foundation of the learning process.

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

**Performance Objective 1:** Students in all grade levels, all subject areas, and all sub-population indicators will demonstrate a 10% increase in passing rates on the 2018-19 administration of STAAR tests.

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7</p> <p>1) A counselor allocation will be used to provide targeted interventions in the areas of academics, discipline, and attendance to At-Risk students.</p>	At - Risk Counselor Administration	<p>Improved grades Reduced discipline referrals Reduced referrals to DAEP Increased MAP scores Increased STAAR scores</p>				
<p><b>Critical Success Factors</b> CSF 1</p> <p>2) Students will have access to current technology for use during instruction to increase student engagement, provide instructional differentiation, and increase student achievement. Access for students includes yearly subscriptions to Edusmart, Flocabulary, Moby Max, BrainPop, and Science Starter. This strategy will address the systems safeguard in the areas of science and social studies achievement in the populations for African-American, Hispanic and economically disadvantaged.</p>	Campus Technologist, Classroom Teachers, Administration	<p>Increased grades MAP scores Increase STAAR Results</p>				

<p>3) ELL teacher will support ELL students in both "push-in" and "pull-out" instructional settings. Academic content vocabulary will be "pre-taught" whenever possible. ELL teacher will collaborate with regular education classroom teachers to ensure that vocabulary and literacy skills taught in small group are transferring to classwork in the regular education classroom. ELL teacher will integrate technology that encourages English vocabulary development in real-world situations.</p> <p>Intervention and tutorial opportunities will be provided to allow students identified as ELL to have access to additional academic instruction and support as documented through student tutoring and intervention logs. After school and Saturday tutoring programs will be organized and monitored by the ELL teacher. These services will supplement tutoring provided with 166 funds.</p>	<p>Campus Technologist, Classroom Teachers, Administration</p>	<p>Increased grades MAP scores Increase STAAR Results</p>				
<p>4) G/T teachers will provide differentiated, project-based learning for gifted students in order to meet their unique needs. This learning will be done during the school day so that all GT students will participate in instruction to increase student engagement, provide instructional differentiation, and increase student achievement.</p>	<p>G/T coordinators Admin</p>	<p>TPSP project completion Increased grades Increased STAAR results</p>				

<p><b>Targeted Support Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>5) Intervention and tutorial opportunities during and after-school will be provided to allow students identified as at-risk to have access to additional academic instruction and support as documented through student tutoring and intervention logs. Additional Targeted Supported will be provided through specific strategies that will target writing skills, reading comprehension, science, math, and social studies. The strategies implemented will address the need for all students in the area of ELAR to increase from 27% to 44% and our White students to increase from 34% to 60%. Additionally this strategy also addresses the needs for all students in Math to increase from 41% to 46% and our White students to increase from 54% to 59% at a minimum.</p>	<p>Individual teachers and staff Administration At-Risk Counselor</p>	<p>Student Grades MAP results STAAR Results</p> <p>Tutoring and intervention logs</p>				
<p><b>Targeted Support Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 7</p> <p>6) In order to meet all students' student success status ELAR, math, science, and social studies teachers with at-risk students will be provided with 4 hours on a specific contract day per nine weeks to engage in planning sessions. Additional Targeted Support will be provided to all students with a focus on White students, Asian students, and Pacific Islander students. Student success status will increase from 34% to 47% for all students, 40% to 58% for White students, 35% to 73% for Asian students, and 42% to 48% for Pacific Islander students at a minimum. Teachers will also engage and meet with the at-risk counselor to discuss and address the needs of students identified as at-risk in the areas of academics, discipline, attendance</p>	<p>At-Risk Counselor Teacher Leaders CIS Administration</p>	<p>Meeting agendas and minutes Increased grades Reduced discipline referrals Increased STAAR results</p>				

<p><b>Targeted Support Strategy</b> <b>Critical Success Factors</b> CSF 1</p> <p>7) Additional Target Support will be provided to all students with a focus on White students in the areas of reading and math. Teachers will embed research based practices within their lesson plans. The tasks and activities will aim to increase the rigor and critical thinking skills of the classroom. This support will increase all students' growth status: ELAR all students from 56% to 66% and 65% to 69% for White students, Math all students from 61% to 71% and 68% to 74% for White students. Teachers will implement research-based best practices for instruction in order to provide hands-on learning for students. The gradual release of responsibility model will be utilized. Teachers will be supported in this implementation by the CIS and administration.</p>	<p>Administration CIS Department Heads</p>	<p>Increased grades Increase Assessment results Increased MAP scores Increased STAAR Results</p>				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 7</p> <p>8) Social studies teacher will utilize a consultant to obtain skills and strategies to better serve at-risk populations.</p>	<p>Principal, CIS, Science department lead teacher</p>	<p>Increased achievement on Science STAAR exam Increased grades in all grade levels in science System safeguards met in the sub populations for all students, African-American, Hispanic, and economically disadvantaged.</p>				
<p>9) An Aide allocation will be used to provide targeted interventions in the core content areas focusing on our at risk and struggling learners.</p>	<p>CIS</p>	<p>Increase student grades and state test scores.</p>				
<p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>10) A .5 teacher will be allocated to increase academic rigor, success, and to provide additional strategies to develop leadership skills that will increase academic achievement for struggling learners.</p>	<p>Administration CIS</p>	<p>Increased student achievement Increased leadership skills</p>				

<p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>11) An interventionist will be allocated to work with secondary teachers to provide instructional support for struggling learners. Additionally the instructional coaches will provide research based intervention strategies for students based on STAAR and universal screeners.</p>	<p>Administration CIS Instructional Coach</p>	<p>Increased student achievement Closing academic gaps</p>				
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= Accomplished



= Continue/Modify



= No Progress



= Discontinue



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

**Performance Objective 2:** Students in all grade levels will increase attendance rate from 95 % to 97 % by the end of 2018 - 2019 school year.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Students will receive attendance certifications for perfect attendance during the school year.	Principal, Assistant Principals, Counselors, Teachers and Attendance secretary	Increased attendance rates.				

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

**Performance Objective 3:** The placement of DAEP assignments for the 2018-2019 school year will decrease from 15% to 10% .

**Summative Evaluation 3:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Students will obtain a positive reward every nine weeks a referral is not earned.	Principal, Assistant Principals, Counselors, teachers and CIS.	Decreased referrals.				


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

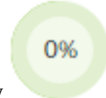
**Performance Objective 4:** Increase student knowledge of post-secondary education and career opportunities.


**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 7 and 8 grade students will participate in activities provided by the Gear Up program.	Instructional Facilitator	Students and families will increase knowledge concerning postsecondary education, options, preparation and financing.				
2) Grade 8 students will take a career interest survey	Durre	Students will create a graduation plan that aligns with their career interest.				
3) Create college awareness by having college shirt days and teacher name tags that include the college the teacher attended.	Instructional Facilitator	Students will have more awareness of the possibilities of the future.				
4) 4) Students will learn AVID strategies for academic success.	AVID Coordinator	Students will be able to use AVID strategies for success.				

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

**Performance Objective 5:** Identify and serve students using the Response to Intervention framework for addressing the needs of students who are struggling academically or behaviorally.





**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide staff training of the RTI process	Interventionist Academic Advisor					
2) Strengthen Tier I instruction through a refocus of Professional Learning Community structures and framework by partnering with Solutions Tree.	Administration Instructional Coach	Teachers will improve Tier 1 instruction and data analysis skills.				
3) Monitor progress of sub groups such as economically disadvantaged, ESL, SPED, African American, Hispanic, and 504 students during the PLC and RTI meetings.	Academic Advisor, Instructional Coach	Improve state accountability test scores.				
4) Utilize interventionist and best practices to guide tier 2 and 3 interventions.	Administration, Instructional Coach, Academic Advisor, Interventionist	Students will be identified and receive interventions to foster academic and/or behavior growth.				

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

**Performance Objective 1:** By the end of 18-19, faculty and staff will be provided with appropriate opportunities to grow and develop as professional educators which will result in a retention rate of 90% or higher



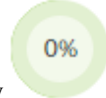

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 6</p> <p>1) Use of various methods of recognition to highlight teacher's accomplishments including Teacher Appreciation Week, seasonal luncheons and treats, service award ceremonies, RMS Brag Board, Staff member of the Week in RMS Newsletter, and RMS Teacher of the Year and KaRoo of the Year.</p>	<p>Leadership Team Department Heads Teachers</p>	<p>Brag Board, Weekly Newsletter, Teacher of the Week, Teacher Survey, Showcase a Staff Member</p>				
<p><b>Targeted Support Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6 CSF 7</p> <p>2) Provide professional development and follow up book studies on target topics such as: Capturing Kids' Hearts Effective Classroom Management Assessment Strategies and Options Cooperative Learning Differentiation Strategies Student Engagement Meeting the needs of At-Risk Students Marzano's The Art &amp; Science of Teaching Professional Learning Communities Meeting the needs of G/T students PLC at Work: DuFour PLC strategies.</p>	<p>Administration CIS Department Heads</p>	<p>Increased student achievement Increased effectiveness of instruction Increased effectiveness of PLC teams</p>				
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**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:** By the end of 2018-2019, 75% of our parents will attend at least one campus function during the school year.





**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 5</p> <p>1) Increase staff use of classroom websites, eSchool, Schoology, Remind101 to keep parents informed of lesson plans, class events, tutoring, etc.</p>	Administration Department Heads	Parent Survey TTESS goal assessment Staff Survey				
<p><b>Critical Success Factors</b> CSF 5</p> <p>2) In order to increase parent involvement on campus and communication between teachers, administration, and parents the campus will conduct meetings. Parents will be invited to attend a short presentation by members of the Rancier staff followed by an opportunity to communicate directly with the principal any concerns or questions. Possible activities include accessing students' grades, reading, writing, and math strategies, how to access computer based activities at home for student achievement.</p>	Administration Department Heads Leadership team members	Parent sign in sheets Parent/Staff Surveys Increased attendance				
<p>3) Host ELL parent nights to increase involvement in the classroom and to provide parents with strategies they can use to help their children at home that will increase academic achievement.</p>	ELL Teacher Administration CIS	Parent survey				
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**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 2:** Facilitation of community engagement will be implemented during the 2018-2019 school year and will include military, parent, and community volunteers for the multicultural fair, Communities in School (CIS) mentoring programs and challenge day, and English tutoring sessions for Spanish-speaking parents.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 5</p> <p>1) Parents, military personnel and community members will be invited to the multicultural fair, CIS special programs, and tutoring programs.</p>	<p>Volunteer Coordinator - Mr. Young CIS - Colesha Johnson ESL Teacher</p>	<p>Increased volunteer log of information.</p>				
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**Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.**

**Performance Objective 1:** By the end of 2017-2018, discipline referrals will decrease by 30% and DAEP assignments will decrease by 50%

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6 CSF 7</p> <p>1) Utilize grade level meetings to establish clear expectations for behavior and provide reminders of the Student Code of Conduct.</p>	Administration	Reduced discipline referrals.				
<p><b>Critical Success Factors</b> CSF 6</p> <p>2) Counselor and administrators will utilize professional development to address issues of harassment and bullying as well as to provide campus training to staff and students.</p>	All staff	Positive campus culture. Reduced discipline referrals.				
<p>3) At-risk counselor will develop a community mentoring program to work with at-risk students and recommend a skill specific curriculum for working with student discipline of at-risk students.</p>	At Risk Counselor Administration	Reduced discipline referrals for at risk students Reduced DAEP assignments Increased attendance Increased achievement				
<p><b>Critical Success Factors</b> CSF 7</p> <p>4) New staff members will be provided an opportunity to attend CKH training in order to build solid relationships with students and staff. Returning staff that were previously trained will also have the opportunity to attend CKH training to refresh their own practices.</p>	All Staff	Reduction in discipline referrals Increased attendance Increase achievement				
<p>5) All staff members will participate in Capturing Kid's Hearts Recharge to reinforce skills and processes of the Capturing Kids' Hearts program.</p>	Administration, Counselors	Foster consistent rules of conduct, build positive relationships, and reduce disciplinary referrals.				




6) Staff members will participate in Classroom Management for Students with Challenging Behavior training.		Foster consistent rules of conduct, build positive relationships, and reduce disciplinary referrals.				
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**Goal 4:** Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.


**Performance Objective 2:** FitnessGram will be administered to 6 and 7 grade students.

**Summative Evaluation 2:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All students will be assessed for wellness under the state FitnessGram program.	P.E. Teachers Principal	Students will learn the importance of staying healthy and being physically fit.				




= Accomplished



= Continue/Modify



= No Progress




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**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:** By the end of 2018-19 school year, Rancier Middle School will provide appropriate budgeting of available resources (Time, People, Money) to effectively impact instruction.

**Summative Evaluation 1:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) SBDM will make major instructional decisions based on identified student/teacher/campus needs.	SBDM Administration Financial secretary	Survey of SBDM members, SBDM minutes, review of CIP				
2) Funds will be budgeted to provide resources in order to improve instruction in all subject areas.	Principal SBDM	Survey of SBDM members, SBDM minutes, review of CIP.				
3) Increase staff access and proficiency in use of existing resources provided by the campus/district to support reaching of campus goals 1-4.	CIS Administration Librarian Campus Technologist District Instructional Specialists Consultants	Monitoring of campus use of individual resources; monitoring of number of staff utilizing Web sites.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue