

# Kerrville Independent School District

## Hal Peterson Middle School

**2019-2020**

**Accountability Rating: B**

**Distinction Designations:**

Academic Achievement in Science

Postsecondary Readiness



# Mission Statement

The mission of Hal Peterson Middle School is to provide:

An atmosphere conducive to learning.

A curriculum that will strengthen students' educational foundations and give them opportunities to investigate various areas of study.

Guidance and compassion to help students work with their emotions and changing needs at this critical age.

## Vision

Kerrville ISD is an educational leader in the heart of the Hill Country, inspiring all students to become lifelong learners and productive citizens.

## Value Statement

Hal Peterson Middle School will provide all students with opportunities that will support and nurture the academic and social-emotional development so that our students are prepared for a 21st century world.

# Table of Contents

Goals .....	4
Goal 1: Provide students with engaging, rigorous, and personalized academic and social-emotional learning experiences to meet individual student needs, foster student ownership in learning and develop 21st century skills for lifelong learning. ....	4
Goal 2: Develop future-ready students and build a strong academic foundation in literacy and math by ensuring all students are reading on grade level by grade 3 and remain on grade level and by ensuring all students successfully complete algebra coursework. ....	11
Goal 3: Empower all students to identify post-secondary pathways and provide personalized support for college, career, and military readiness through Science, Technology, Engineering, Arts & Math (STEAM), Career and Technology Education (CTE), workforce certification, college credit, Advanced Placement and other program opportunities. ....	14
Goal 4: Recruit, develop, and retain employees that are student-centered, focused on continuous learning and improvement, passionate, innovative, collaborative, goal-oriented, and ethical. ....	16
Goal 5: Maintain sound fiscal management of district budgets by aligning resources to improve student learning, ensure future-ready students and meet district goals while continuously advocating for an adequate and equitable Texas public school finance system. ....	20
Goal 6: Ensure students are educated in an optimal environment that is safe, secure, and conducive to learning; this includes both physical safety and freedom from victimization. ....	22
Comprehensive Support Strategies .....	25

# Goals

Revised/Approved: October 21, 2019






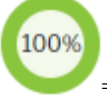


**Goal 1: Provide students with engaging, rigorous, and personalized academic and social-emotional learning experiences to meet individual student needs, foster student ownership in learning and develop 21st century skills for lifelong learning.**

**Performance Objective 1:** Hal Peterson Middle School close the achievement gap for all students by implementing powerful instructional strategies in all classrooms, using effective systems for Response to Intervention (RtI), active monitoring, and providing comprehensive student support.

**Evaluation Data Source(s) 1:** STAAR scores, Common assessment/benchmark, walk throughs, passing percentages for grading periods, universal screenings for math & reading

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
<p><b>TEA Priorities</b> Build a foundation of reading and math</p> <p>1) ELAR classrooms will implement Trail of Breadcrumbs and Reader's workshop in their classrooms.</p>	Principal, ELAR department chair	Increase in STAAR scores			
<p><b>TEA Priorities</b> Improve low-performing schools</p> <p>2) Teachers will implement Cultural Responsive Teaching practices in their lessons.</p>	Principal, assistant principals, department chairs	Achievement gap between eco dis and non-eco dis will decrease as measured by passing rates and STAAR.			
<p>3) Teachers will implement seed questions and turn &amp; talks in 100% of their lessons.</p>	Principal	Increase levels of student engagement during the lesson cycle and improving students outcomes.			
<p>4) Core content classes will implement small group instruction that will focus on delivering Tier 2 &amp; 3 interventions within the classroom.</p>	Principal	Improved student outcomes as reported on common assessments, benchmarks, and STAAR.			

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
5) Provide teachers with small group instruction training.	Principal	Improved student outcomes as reported on common assessments, benchmarks, and STAAR.			
6) 100% lessons conducted will be framed using learning targets.	Principal	Improved student outcomes as reported on common assessments, benchmarks, and STAAR.			
 = Accomplished  = No Progress  = Discontinue					

**Goal 1:** Provide students with engaging, rigorous, and personalized academic and social-emotional learning experiences to meet individual student needs, foster student ownership in learning and develop 21st century skills for lifelong learning.

**Performance Objective 2:** HPMS will support the continual improvement of instruction and learning to maximize individual student growth and achievement as measured by STAAR.

**Evaluation Data Source(s) 2:** STAAR scores, Common assessment/benchmark, walk throughs, passing percentages for grading periods, universal screenings for math & reading

**Summative Evaluation 2:**












Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Students will use goal setting in their classes.	Teachers, Principal	Increase in student outcomes as reported by the student and teacher.			
2) Teachers will implement the Fundamental 5 instructional approach.	Principal	Increase levels of student engagement during the lesson cycle and improving students outcomes.			
3) Provide data analysis training to teachers.	Principal	Teachers will use the data to guide their instruction.			
4) Implement WIN time during the Spring Semester to support STAAR intervention/enrichment.	Principal	Improved student outcomes as measured by STAAR.			
5) Conduct student surveys regarding classroom engagement.	Principal	Decrease in percentage of office referrals labeled as "classroom disruption" and improved responses from students regarding their engagement levels.			
= Accomplished               = No Progress               = Discontinue					

**Goal 1:** Provide students with engaging, rigorous, and personalized academic and social-emotional learning experiences to meet individual student needs, foster student ownership in learning and develop 21st century skills for lifelong learning.

**Performance Objective 3:** Implement an ESL program to meet the needs of all English language learners for academic, social , emotional, and behavioral success.

**Evaluation Data Source(s) 3:** STAAR, TELPAS, common assessments, district benchmark exams, student surveys

**Summative Evaluation 3:**











Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Implement an ESL inclusion support program in core content classes.	Principal, ESL coordinator				
2) Provide an intensive ESL support class for qualified EL students.	Principal, ESL coordinator	Improved EL student outcomes as measured by STAAR and TELPAS.			
3) 100% of ELAR teachers will be ESL certified.	Principal, ELAR teachers	Improved EL student outcomes as measured by STAAR and TELPAS.			
4) Provide family support in native language.	Principal, ESL Coordinator	Improved EL student outcomes as measured by STAAR and TELPAS.			
 = Accomplished  = No Progress  = Discontinue					

**Goal 1:** Provide students with engaging, rigorous, and personalized academic and social-emotional learning experiences to meet individual student needs, foster student ownership in learning and develop 21st century skills for lifelong learning.

**Performance Objective 4:** Implement a Special Education program to meet the needs of all Special Education students for academic, social, emotional, and behavioral success.

**Evaluation Data Source(s) 4:** STAAR scores, Common assessment/benchmark, walk throughs, passing percentages for grading periods, universal screenings for math & reading

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Implement an Special Education inclusion support program in core content classes.	Principal, SpEd Teachers	Improved Special Education student outcomes as measured by STAAR.			
2) Use and monitor the effectiveness of the Unique Learning program in our Functional Living classes.	Principal, FLU Teacher	Improved student outcomes as measured by IEP goal attainment.			
3) Use strategic scheduling to maximize student services during the instructional day.	Principal, Special Education department chair, counselors	Improved student outcomes as measured by IEP goal attainment.			
 = Accomplished  = No Progress  = Discontinue					



**Goal 1:** Provide students with engaging, rigorous, and personalized academic and social-emotional learning experiences to meet individual student needs, foster student ownership in learning and develop 21st century skills for lifelong learning.

**Performance Objective 5:** Promote and increase parent/community involvement and parent education.

**Evaluation Data Source(s) 5:** Sign-in sheets and parent survey feedback

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Host two parent engagement activities relating to literacy/math and STEM.	Principal, STEM coordinator, Math & ELAR Department Chairs	Program participation will positively effect Title I Parent Survey from previous year.			
2) Create an on-campus space dedicated to parent engagement and education.	Principal	Program participation will positively effect Title I Parent Survey from previous year.			
3) Provide communication to parents and community every six weeks.	Principal	Communication will positively effect Title I Parent Survey from previous year.			
4) Host a Gifted & Talented showcase in the Spring.	Principal, GT Coordinators	Communication will positively effect Title I Parent Survey from previous year.			
5) Provide opportunities for parents to volunteer.	Principal	Communication will positively effect Title I Parent Survey from previous year.			
= Accomplished                = No Progress                = Discontinue					

**Goal 1:** Provide students with engaging, rigorous, and personalized academic and social-emotional learning experiences to meet individual student needs, foster student ownership in learning and develop 21st century skills for lifelong learning.

**Performance Objective 6:** Implement depth & complexity strategies into Horizon classes that will increase the percentage of GT students performing at the Masters level of all STAAR tests.

**Evaluation Data Source(s) 6:** Lesson plans, Common assessments, Benchmarks, STAAR, Texas Performance Standards Project

**Summative Evaluation 6:**


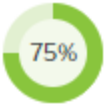
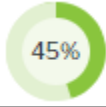
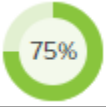





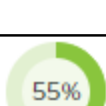
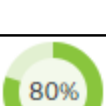



Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Each department commits to embedding at least 1 depth & complexity strategy into their lessons.	Principal	GT student outcomes will improve from previous year on the Master's level for STAAR.			
2) GT students will participate in a passion project during the school year.	Principal	Improved GT student survey feedback from the previous year.			
3) Provide training for Horizon teachers on implementing College Board's pre-AP principles.	Principal	Improved students outcomes as measured by STAAR.			
4) Provide GT students with field trip opportunities that support their academic growth.	Principal, GT Coordinators	Improved GT student survey feedback from the previous year.			
= Accomplished               = No Progress               = Discontinue					

## Goal 2: Develop future-ready students and build a strong academic foundation in literacy and math by ensuring all students are reading on grade level by grade 3 and remain on grade level and by ensuring all students successfully complete algebra coursework.

**Performance Objective 1:** 2% gain for 'Meets' student performance level ELA/Reading and Math STAAR as measured after the second administration of 2020 STAAR.

**Evaluation Data Source(s) 1:** STAAR, common assessments, benchmarks

### Summative Evaluation 1:

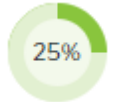
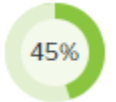
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Implement iPLCs effectively with a focus on lesson plan development, study of instructional practices, analysis of student samples, and data analysis.	Principal, Department Chairs	Improved student outcomes as measured by STAAR.			
2) Provide identified students with an accelerated curriculum in reading and math through the use of Achieve 3000 and iXL math.	Principal, Specialists	Improved student outcomes as measured by STAAR.			
3) Provide identified students with dyslexia an effective intervention program through the use of PowerUp.	Principal, Reading Specialist	Improved student outcomes as measured by STAAR and iStation.			
4) Develop and implement an effective comprehensive RtI program.	Principal, Assistant Principals, Counselors, Specialists, Department Chairs	Improved student outcomes as measured by STAAR, iStation, & iXL Math.			
5) Each content area will embed literacy into their lessons using literacy strategies including Kernal Essay writing & NewsELA.	Principal, Department Chairs	Improved student outcomes as measured by STAAR, iStation			
 = Accomplished  = No Progress  = Discontinue					




**Goal 2:** Develop future-ready students and build a strong academic foundation in literacy and math by ensuring all students are reading on grade level by grade 3 and remain on grade level and by ensuring all students successfully complete algebra coursework.

**Performance Objective 2:** Provide students with accelerated instruction in math and reading during the summer.

**Evaluation Data Source(s) 2:** STAAR scores, student participation rate, passing rates

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
<b>Comprehensive Support Strategy</b> <b>TEA Priorities</b> Build a foundation of reading and math 1) Provide Jumpstart summer invention for incoming 7th & 8th grade students.	Principal, assistant principal	Increased passing rate and math & reading STAAR scores from students that participated in Jumpstart.			
2) 100% students will participate in a summer reading project.	Principal, ELAR teachers	Improved Lexile scores.			
3) Conduct 'One Day, One Book' cross curricular literacy project in the Spring.	Principal, Librarian, Department Chairs	Increased passing rate and math & reading STAAR scores from students that participated in Jumpstart.			


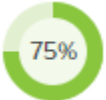





 = Accomplished
  = No Progress
  = Discontinue

**Goal 2:** Develop future-ready students and build a strong academic foundation in literacy and math by ensuring all students are reading on grade level by grade 3 and remain on grade level and by ensuring all students successfully complete algebra coursework.

**Performance Objective 3:** 100% of pre-AP Algebra I students will perform at the Meets level of STAAR.

**Evaluation Data Source(s) 3:** benchmarks, common assessments, College Board assessments, STAAR

**Summative Evaluation 3:**











Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Implement pre-AP lessons with fidelity	Principal, Algebra I teachers, Math Department Chair	100% pre-AP Algebra I students will earn a Meets performance level on STAAR EOC.			
2) Provide time to teachers for 6th-8th grade vertical alignment.	Principal	100% pre-AP Algebra I students will earn a Meets performance level on STAAR EOC.			
 = Accomplished  = No Progress  = Discontinue					

**Goal 3: Empower all students to identify post-secondary pathways and provide personalized support for college, career, and military readiness through Science, Technology, Engineering, Arts & Math (STEAM), Career and Technology Education (CTE), workforce certification, college credit, Advanced Placement and other program opportunities.**

**Performance Objective 1:** Increase the percentage of students taking CTE classes.

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

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Recruit and retain students taking CTE classes.	Principal, STEM Coordinator	Increase student numbers enrolled on CTE classes			
2) Develop a recruiting video regarding our CTE elective offerings.	Principal, STEM Coordinator	Increase student numbers enrolled on CTE classes			
3) Research other CTE course offerings that align to THS.	Principal, counselors, STEM Coordinator	Increase student numbers enrolled on CTE classes.			
 = Accomplished  = No Progress  = Discontinue					

**Goal 3:** Empower all students to identify post-secondary pathways and provide personalized support for college, career, and military readiness through Science, Technology, Engineering, Arts & Math (STEAM), Career and Technology Education (CTE), workforce certification, college credit, Advanced Placement and other program opportunities.

**Performance Objective 2:** Provide students with opportunities to explore post-secondary pathways and provide guidance to support their individual post-secondary interests.

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

**Summative Evaluation 2:**








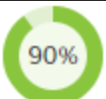






Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Provide guidance to all students regarding post secondary pathways.	Principal, Counselors, STEM Coordinator	Students will provide positive feedback regarding post secondary plans.			
2) Identify, recruit, and retain students taking pre-AP Algebra I class.	Principal, Math Department Chair	High percentage of student taking pre-AP Algebra I will provide positive feedback about the course.			
3) Invite community members to speak to students regarding post secondary pathways.	Principal, STEM Coordinator	Students will provide positive feedback regarding post secondary plans.			
4) Educate students on high school endorsements & pathways.	Principal, counselors	Students will provide positive feedback regarding post secondary plans.			
= Accomplished                = No Progress                = Discontinue					

## Goal 4: Recruit, develop, and retain employees that are student-centered, focused on continuous learning and improvement, passionate, innovative, collaborative, goal-oriented, and ethical.

**Performance Objective 1:** Provide quality staff development opportunities for all employees based on instructional needs and individual staff needs.

**Evaluation Data Source(s) 1:** Staff development surveys, walk through data, TTESS

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Provide Eduphoria Aware training to teachers.	Principal	Increase in student achievement as measured by common assessments, grades, & STAAR.			
<b>TEA Priorities</b> Build a foundation of reading and math 2) Implement the Trail of Breadcrumbs training in all ELAR classes.	Principal	ELAR classes are consistently implementing ToB training as measured by walk throughs.			
3) Provide on-going peer staff training through department meetings, faculty meetings, and teacher to teacher observations.	Principal	Increase in percentage of teachers embedding instructional standards 3 & 4 as measured by walk throughs.			
4) Provide dyslexia training to teachers.	Principal	Increase in student achievement as measured by common assessments, grades, iStation, & STAAR.			
 = Accomplished  = No Progress  = Discontinue					









**Goal 4:** Recruit, develop, and retain employees that are student-centered, focused on continuous learning and improvement, passionate, innovative, collaborative, goal-oriented, and ethical.

**Performance Objective 2:** Provide opportunities for all support staff and para-professionals to contribute to student success.

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

**Summative Evaluation 2:**


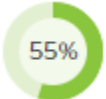





Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Include para-professional/support staff representation on CIT and other campus committees.	Principal	Participation by support staff/para-professional on campus decision making committees.			
 = Accomplished  = No Progress  = Discontinue					

**Goal 4:** Recruit, develop, and retain employees that are student-centered, focused on continuous learning and improvement, passionate, innovative, collaborative, goal-oriented, and ethical.

**Performance Objective 3:** Implement and support a comprehensive campus mentoring program to support district mentoring initiative.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**




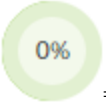

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Provide opportunities for new employees to campus to meet with administrative team once per six weeks.	Principal				
<p><b>TEA Priorities</b> Recruit, support, retain teachers and principals</p> 2) Host seminars that are focused on topics chosen by our rookie teachers.	Principal	Rookie teachers improve their teaching craft and report feeling supported by the campus.			
 = Accomplished  = No Progress  = Discontinue					

**Goal 4:** Recruit, develop, and retain employees that are student-centered, focused on continuous learning and improvement, passionate, innovative, collaborative, goal-oriented, and ethical.

**Performance Objective 4:** Implement and support the professional development of department chairs to lead their departments as an instructional coach/mentor.

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**




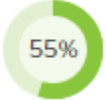



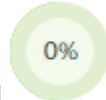

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
<p><b>TEA Priorities</b> Recruit, support, retain teachers and principals 1) Engage department chairs in "Get Better Faster" professional development</p>	Principal	Department chairs report feeling confident in their ability to coach their department to meet campus/district goals.			
 = Accomplished  = No Progress  = Discontinue					

## Goal 5: Maintain sound fiscal management of district budgets by aligning resources to improve student learning, ensure future-ready students and meet district goals while continuously advocating for an adequate and equitable Texas public school finance system.

**Performance Objective 1:** Use student data and staff feedback to analyze academic program effectiveness on student outcomes.

**Evaluation Data Source(s) 1:** common assessments, passing rates, STAAR

### Summative Evaluation 1:







Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
<b>TEA Priorities</b> Build a foundation of reading and math 1) Dyslexia program	Principal, Dyslexia specialist	Increase in Lexie level by students in program.			
<b>TEA Priorities</b> Recruit, support, retain teachers and principals 2) Evaluate Get Better Faster program	Principal	Percentage increase for instructional standards as measured by walk throughs.			
<b>TEA Priorities</b> Build a foundation of reading and math 3) Evaluate use and success of Achieve 3000 program as used by SpEd, ESL, and Reading Styles.	Principal	Lexile levels will increase.			
<b>TEA Priorities</b> Build a foundation of reading and math 4) Evaluate the success of Math Lab course.	Principal, Math specialist	Majority of math lab students will reach the Approaches level and 100% students will grow during the school year as measured by math STAAR.			
 = Accomplished  = No Progress  = Discontinue					

**Goal 5:** Maintain sound fiscal management of district budgets by aligning resources to improve student learning, ensure future-ready students and meet district goals while continuously advocating for an adequate and equitable Texas public school finance system.

**Performance Objective 2:** Identify and develop replacement/upgrade cycles for campus funded technology, furniture, and instructional spaces.

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

**Summative Evaluation 2:**








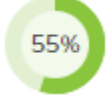



Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Maintain replacement cycle for classroom projectors.	Principal	Teachers use of technology in their classrooms & lessons.			
 = Accomplished  = No Progress  = Discontinue					

## Goal 6: Ensure students are educated in an optimal environment that is safe, secure, and conducive to learning; this includes both physical safety and freedom from victimization.

**Performance Objective 1:** Implement an effective Guidance and Counseling Department that meets the four components of TEA Guidance model program.

### Evaluation Data Source(s) 1:

### Summative Evaluation 1:










Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Counselors and administrators provide responsive services based on student-need to address social/emotional and behavioral issues as they arise.	Principal	Counselors and administrators will be accessible to student as needed for SE and behavioral supports.			
2) Students who are required to attend DAEP will be provided regular education services and counselors will provide transition services based on placement reason and corrective behavior and support.	Principal, counselors	Reduction in the number of students reassigned to DAEP in the same school year.			
3) Counselors and administrators will provide in-class educational opportunities to highlight the value of making healthy lifestyle choices. Educational opportunities will include bullying/cyber-bullying, drug and alcohol awareness, suicide prevention, SE health, and college career readiness issues.	Principal, counselors	Reduction in bullying/harassment allegations.			
4) Provide students with small group counseling pertaining to student need.	Principal, Counselors	Positive student feedback regarding SEL supports.			
 = Accomplished  = No Progress  = Discontinue					

**Goal 6:** Ensure students are educated in an optimal environment that is safe, secure, and conducive to learning; this includes both physical safety and freedom from victimization.

**Performance Objective 2:** Inform students of campus procedures when reporting situations that effect safety.

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

**Summative Evaluation 2:**









Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Train all students in Standard Response Protocol procedures.	Principal, SRO	All students will know and apply SRP procedures correctly.			
2) Train all students and parents of P3 Campus.	Principal, SRO	All students will know how to use P3 Campus.			
 = Accomplished  = No Progress  = Discontinue					

**Goal 6:** Ensure students are educated in an optimal environment that is safe, secure, and conducive to learning; this includes both physical safety and freedom from victimization.

**Performance Objective 3:** Implement PBIS and restorative discipline practices campus-wide.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Oct	Feb	June
1) Educate and train all students and teachers/staff campus-wide behavior expectations.	Principal	Decrease in the percentage of student discipline referrals.			
2) Implement restorative practices in ISS.	Principal, Assistant Principals	Percentage reduction of office referrals and ISS placements			
 = Accomplished  = No Progress  = Discontinue					



# Comprehensive Support Strategies

Goal	Objective	Strategy	Description
2	2	1	Provide Jumpstart summer invention for incoming 7th & 8th grade students.