

Killeen Independent School District
Union Grove Middle School
2018-2019 Formative and Summative Reviews

Accountability Rating: Met Standard



Mission Statement

Challenge students to reach their maximum learning potential through the collaborative efforts of teachers, parents, and the community.

Vision

Union Grove Middle School will facilitate the personal, social and academic growth of students through the use of innovative learning experiences, technology, and positive relationships.

Core Beliefs

- Positive Relationships
- Respect
- Responsibility
- Community
- Collaboration
- Innovation

Table of Contents

.....	4
Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare all learners for graduation and post-secondary success.	4
Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.	14
Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.	16
Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.	17
Goal 5: Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff. ...	19

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

Performance Objective 1: UGMS will increase the percent of students meeting grade level standards in Math STAAR from 67% to 75% in all grade levels.

Summative Evaluation 1: Some progress made toward meeting Performance Objective








Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Math STAAR tutoring academies for at-risk learners will be implemented after-school, four weeks before the Math STAAR testing dates.	Math Teachers Math Teacher Lead CIS	Increased Math STAAR scores				
2) Provide a planning day for each grading period for Math to collaboratively review data and develop lessons utilizing research based, best practices to ensure success of at-risk students.	Math Teachers Lead Teacher CIS Assistant Principal Principal	STAAR Reports				
3) The Math Department will improve instruction through creative integration of manipulative and hands-on activities to increase achievement in all reporting categories of the Math STAAR for all at-risk and special education students.	Math Teachers Lead Teacher CIS Assistant Principals Principals	Increased math scores in all reporting of the Math STAAR.				
4) All students will use the TI-Inspire calculators as a tool to check for understanding of math concepts and to help math teachers differentiate instruction.	Math Teachers Lead Teacher Principal Assistant Principals CIS	Increased math STAAR scores.				
= 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: UGMS will increase the percent of students meeting or mastering grade level standards in Reading and Writing STAAR from an average of 50% to 65%.

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide a planning day for each grading period for ELAR teachers to collaboratively review data and develop lessons utilizing research based, best practices to ensure success of at-risk students.	ELAR Teachers ELAR Teacher Leader Principal Assistant Principals CIS	MAP Scores CUA Data STAAR Reports Lesson Plans				
2) Identified at-risk students with reading gaps will spend 40 minutes a week of additional instruction in reading and writing to support their growth in reading and writing skills.	ELAR Teachers Principal Assistant Principals CIS	Common Assessments, Classroom Observations, MAP Scores, Interventions attendance log				
3) Students in sixth through eighth grades will demonstrate improvement in the areas of analyzing, making inferences, drawing conclusions and higher order thinking skills using various texts.	ELAR Teachers ELA Teacher Leader Principal Assistant Principals CIS	Professional Development, Instructional Rounds, Lesson Plans, PLC's, Schoology Collaboration				
4) ELAR teachers will attend professional development that will support writing skills for at-risk students across all grade levels through horizontal and vertical planning to design common assessments that are aligned to instruction as well as align the specificity and rigor of writing instruction.	ELAR Teachers ELA Teacher Leader Principal Assistant Principals CIS	Professional Development, Instructional Rounds, Lesson Plans, PLC's, Schoology Collaboration				

<p>5) 6th, 7th and 8th grade ELAR teachers will provide after school reading academies 8 weeks before Writing and Reading STAAR test to identified at-risk students. 7th grade ELAR teachers will also provide 8 weeks of a writing academy before the Writing STAAR test to identified at-risk students.</p>	<p>ELAR Teachers Principal CIS</p>	<p>STAAR Results</p>				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

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

Performance Objective 3: UGMS will increase the percent of students meeting grade level standards in Science STAAR from 59% to 65%.

Summative Evaluation 3: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The science department will design an after-school or Saturday Science Academy for identified at-risk 8th grade students. The tutoring sessions will prepare at-risk students for comprehension of content, processes, and real world applications.	Science Teachers Science Lead Teacher Principal Assistant Principals CIS	STAAR Science data				
2) Provide a planning day for each grading period for Science teachers to collaboratively review data and develop lessons utilizing research based, best practices to ensure success of at-risk students.	Science Teachers Science Lead Teacher Principal Assistant Principals CIS	STAAR Scores MAP Data Pacing Calendars CUA Data Nine Weeks Lesson Plans				
= 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 4: UGMS will increase the percent of students approaches grade level standards in Social Studies STAAR from 71% to 75%.

Summative Evaluation 4: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide a planning day for each grading period for Social Studies teachers to collaboratively review data and develop lessons utilizing research based, best practices to ensure success of at-risk, at-risk special education and at-risk economically disadvantaged students.	Social Studies Teachers Social Studies Lead Teacher Principal Assistant Principals CIS	Common Unit Assessments Classroom Observations Lesson Plans STAAR Reports				
2) All grade levels will integrate strategies and activities with the purposeful intent to engage students in applying critical thinking skills and use of information acquired through established research and instructional technology in social studies.	Social Studies Teachers Social Studies Lead Teacher Principal Assistant Principals CIS	Common Unit Assessments Classroom Observations Lesson Plans STAAR Reports				
= 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 5: Students whose native language is not English (ELL students) will increase the percent of approaches in all cores areas of the STAAR.

Summative Evaluation 5: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Meeting for parents of ELL students to build a stronger home school connection.	ELL Teacher Principal Assistant Principals CIS	10 percent increase in parental involvement from last years meeting				
2) The ELL teacher will implement AVID strategies to increase rigor of verbal and written communication for ELL students.	ELL Teacher Principal Assistant Principals CIS	STAAR Data for ELL students				
3) The ELL teacher will offer after school tutoring sessions to assist ELL students in language acquisition and with academic gaps and support in order to be successful in all core content areas.	ELL Teacher Principal Assistant Principals CIS	STAAR Data of ELL students				
4) ELL students in sixth through eighth grades will demonstrate improvement in the areas of analyzing, making inferences, drawing conclusions and higher order thinking skills using various texts.	ELL Teacher Principal Assistant Principals CIS	STAAR Data of ELL students				
5) Provide a planning day for each grading period for ELL teacher to collaboratively review data and develop lessons utilizing research based, best practices to ensure success of ELL students.	ELL Teacher Principal Assistant Principals CIS	STAAR Results				
= 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 6: All AVID students will achieve college readiness skills that will prepare them for post-secondary success

Summative Evaluation 6: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) AVID Site-Team meetings are held monthly involving staff, parents and students to support the AVID elective teacher and promote AVID methodologies school wide.	AVID Coordinator Principal Assistant Principals CIS	Classroom Observations Site Team Meetings Minutes Student Samples				
2) Ensure that all AVID students are enrolled in a rigorous course of study, including enrollment in at least one Pre-AP course and 7th grade students are on track to enroll in Algebra I in 8th grade.	AVID Coordinator Principal Assistant Principals CIS	Student Schedules				
3) Refine the student recruitment plan to help increase AVID student participation in 7th and 8th grades.	AVID Coordinator Principal Assistant Principals CIS	Recruitment Plan Increased enrollment				
4) Continue to support and expand AVID by training more UGMS teachers. Four core teachers will attend the AVID Summer Institute 2018-2019.	AVID Coordinator Principal Assistant Principals CIS	Increased use of AVID strategies in core classes Walk-Through Observations				
5) Once per nine weeks, AVID will host a Family Night and increase parent involvement during site team meetings.	AVID Coordinator Principal Assistant Principals CIS	Site Team Meeting Minutes Parent Attendance Log				
= 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 7: Provide instructional and program support for at-risk students at UGMS.

Summative Evaluation 7: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Fund a full-time instructional aide in the intervention room to support the instructional needs of identified at-risk students.	At-Risk Aide Principal Assistant Principals CIS	STAAR Data for At-Risk students				
2) Saturday School will be offered once each month, as well as daily after-school tutoring, to assist at-risk students in completing or redoing their assignments with the assistance of teachers with a smaller teacher to student ratio than the regular classroom.	UG Teachers Principal Assistant Principals CIS	STAAR Data Reports Decrease number of students attending summer school				
3) Teachers will attend the Capturing Kids Hearts Training to learn how to work with and support our at-risk student population.	UG Teacher Principal Assistant Principals CIS	Support of at-risk students enrolled in the Teen Leadership Elective.				
= 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 8: Gifted learners will be challenged to expand their thinking and capacity by engaging in high-level activities that require critical thinking and analysis skills.

Summative Evaluation 8: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) High interest and challenging activities for our GT students will be implemented into all core classes.	GT Teachers GT Coordinator Principal Assistant Principals	TPSP Projects TPSP District Showcase				
2) Require designated G/T teachers to complete appropriate training (30 clock hours of Gifted and Talented training and 6 hours of update training annually).	Principal CIS	Teacher Transcripts				
= 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 9: UGMS will increase the rate of academic performance, awareness, readiness and participation in postsecondary education of our students.

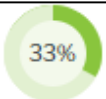
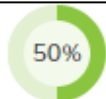
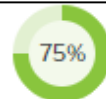






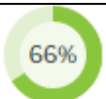
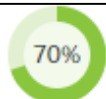
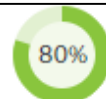
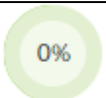
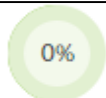
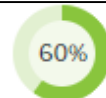

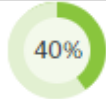
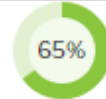
Summative Evaluation 9: Some progress made toward meeting Performance Objective








Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Eighth grade students will visit the KISD Career Center at least once during the school year.	8th Grade Teachers Counselors Principal	CCR Activities Students will have a better understanding of HB-5 career endorsements that are offered by KISD.				
2) All eighth grade students will create 4-year plans according to TEA endorsement guidelines.	CCRS Teachers Counselors Principal	Completed 4-year plans for all 8th grade students				
3) UGMS staff along with parents will celebrate student success through participation in Honor Roll ceremonies, Academic Achievement Awards, and School Board Honors.	UG Teachers Principal Assistant Principals Counselors CIS	Student feedback surveys Parent feedback surveys Increase the number of students receiving honor roll by 10% from the 2018-2019 school year				
4) All core subject areas will implement Study Island and Exact Path to support classroom instruction.	UG Teachers Principal Assistant Principals Counselors CIS	Reports from the program				
5) UGMS will offer High School Courses such as Algebra I, Spanish I, Theater Arts I and Art I to promote college and career readiness.	Principal Assistant Principals Counselors CIS	STAAR Scores				
= Accomplished = Continue/Modify = No Progress = Discontinue						

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

Performance Objective 1: UGMS campus administration will take the appropriate measures to ensure that the personal and professional philosophy of all our teachers is in alignment with the campus vision and mission.

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Monthly meetings will be held with the new staff to explore pertinent topics to ensure their professional growth and success during the school year.	Principal Assistant Principals Lead Teachers CIS	Teacher Surveys Meeting minutes				
2) Faculty meetings will extend teachers' professional growth through the modeling and implementation of research based instructional strategies.	Principal Assistant Principals Lead Teachers CIS	Walk-throughs PLC Conversations Teacher Surveys Meeting Minutes				
3) Lead teacher meetings will be held once a week to support campus instructional goals, departmental concerns and determine resources and training needed to support all departments.	Lead Teachers Principal CIS	Gallop Poll Climate Survey				
4) Teacher and Staff of the Month nominations, selections and celebrations will be promoted and carried out for the school year.	UG Staff Principal Assistant Principals					
5) Provide professional development opportunities such as the PLC's at Work conference to increase the collaborative environment among teachers in planning for their student's learning.	Principal CIS Lead Teachers	PLC Conference Attendance				
6) Special Education teachers will collaborate with their regular education peers in their respective content areas on an ongoing basis. This collaborative effort will include working with KISD Special Education Lead teachers.	SPED Lead Teachers SPED Coordinators Principal	Lead Teacher Feedback STAAR Results				

7) Staff will be provided technology training sessions during teacher lunch periods to support instruction.	Campus Technologist Principal CIS	Teacher Survey				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

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: UGMS will promote and foster a positive collaborative relationship between school and the community.

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Instructional Events will be conducted to showcase content-area student work.	UG Staff Principal Assistant Principals Counselors] CIS	Increased parent participation and involvement				
2) Provide support for Boys and Girls Club.	Principal Assistant Principals	Increased attendance In Boys and Girls Club				
3) Military and Family Life Counselor (MFLC) will be on campus to assist students and/or their families.	MFLC Counselor Principal	Student/Parent Support Campus Visibility				
4) UGMS Fine Arts and Athletic Departments will host a variety of after-school events for parents and community members to showcase student achievements.	UG Staff Principal	Parent and student attendance				
5) Informational Parent Meetings about academics/STAAR, AVID, ELL, GT, Curriculum Ideas to support at-risk learners and Fun Nights will be held monthly.	Program Teachers Principal Counselors CIS	Parent Surveys Attendance Log				
= Accomplished = Continue/Modify = No Progress = Discontinue						

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

Performance Objective 1: UGMS will provide a safe school environment by offering safety awareness training to campus staff, parents and students.

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) UGMS will conduct monthly safety drills to ensure all students and staff are knowledgeable of emergency operation procedures.	Administrative Staff	Successful drills				
2) Staff and students will participate in Safety Week activities that address bullying/cyber-bullying prevention, internet safety, etc.	Administrative Staff	Advisory Lesson Plans Student Surveys				
3) UGMS will increase safety awareness of the importance of a drug free environment for all students through the participation in Red Ribbon Week activities.	Administrative Staff	Ribbon Week Surveys				
4) Guidance lessons will be provided through advisory to focus on character education.	Teachers Principal Counselors CIS	Student Surveys				
5) Weekly lunch meetings will be held for at-risk students that are struggling academically, socially, behaviorally and emotionally with the support of our school counselors, MFCL and administrators.	MFCL Counselor Counselors Principal	Reduction in discipline referrals				
6) Character education lessons will be provided during elective courses to support campus culture safety awareness and campus behavior expectations.	Elective Teachers Principal Counselors CIS	Student Surveys				
= Accomplished = Continue/Modify = No Progress = Discontinue						

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

Performance Objective 2: UGMS will improve the health of all our students.

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide an environment that fosters safe and enjoyable fitness activities for all students, including those who are not participating in competitive sports.	Campus Athletic Directors PE Teachers Principal	PE classes for all levels in addition to competitive athletics and pre-athletics.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

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

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) District staff will meet with all teachers to review financial procedures for activities and clubs.	District Financial Rep Principal Principal's Secretary	Meeting Log				
2) Principal's Secretary and Principal will attend the district financial trainings and adhere to all district financial policies.	Principal Principal's Secretary	Successful Audit				
= Accomplished = Continue/Modify = No Progress = Discontinue						

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: UGMS will provide various after-school clubs and organizations to meet the needs of our diverse student population.

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) A variety of after-school clubs will be offered to meet the needs of our diverse student population.	UG Staff Principal	Increased student participation in extra-curricular activities				
→ → →						