Kealing Middle School
Campus Improvement Plan
2020/2021

One School. Multiple Programs. Success for ALL

KEALING
MIDDLE SCHOOL
AUSTIN Independent School District

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Date Reviewed: Date Approved:

Campus Mission

Kealing Middle School welcomes all students to a safe and inclusive environment. Our unique campus offers multiple opportunities for all students to learn and grow. Using the latest technology and guided by best practices in teaching, students will explore and discover their interests and abilities in academic, artistic and physical arenas so they are prepared to pursue those talents in high school and beyond. Through creative, cooperative and compassionate teaching and learning, our students will leave Kealing with the ability to think critically as productive and ethical citizens.

Texas Public Education Mission Statement

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child. (TEC Title 2, Ch 4, Sec.4.001)

Austin Independent School District Mission

Austin ISD educates more than 80,000 students and embraces 129 diverse school communities in one of the fastest-growing metroplexes in the country. In partnership with our families and our community, AISD's mission is to provide a comprehensive educational experience that is high-quality, challenging and inspires all students to make a positive contribution to society. We partner with world-class universities, innovative businesses, nonprofit organizations and engaged community leaders to prepare our students for college, career and life.

Comprehensive Needs Assessment

Demographics

Demographics Strengths

Kealing Middle School is proud to serve a diverse student population. Our student population comes from a myriad of backgrounds, ethnicities, religions, cultures and economic levels. This provides students the opportunity to engage academically and socially with students who can share a different perspective.

Demographics Weaknesses

Although Kealing is a diverse campus, there are limited opportunities for students engage in lesson activities aimed at increasing their knowledge and understanding of the various cultures Kealing Middle School serves

Demographics Summary

Kealing Middle School is located in East Austin. Currently Kealing serves approximately 1280 students in grades 6 - 8. Students in the Academy Program primarily live in Kealing's attendance boundaries and students in the Magnet Program come from all over Austin ISD. Kealing's demographic information is as follows: 10.1% African America, 34.8% Hispanic, 34.7% White, 0.1% American Indian, 14.9% Asian, 5.3% Two or More Races, 35.2% Economically Disadvantaged, 10.1% English Language Learners and 9.1% Special Education.

Student Achievement

Student Achievement Strengths

We are proud to offer our students a rigorous and engaging curriculum to support the needs of our students. As a campus, our students continue perform well in the classroom and continue meeting and mastering standards on STAAR.

Student Achievement Weaknesses

The percentage of African American students approaching grade level standards in Reading on STAAR decreased from 65% to 62% and 78% to 76% for Hispanic students.

Comprehensive Needs Assessment

Student Achievement Summary

Kealing Middle School received an overall scaled rating of "B" by Texas Education Agency. Our 2019 Distinction Designations include: Postsecondary Readiness and Academic Achievement in Reading/ELA, Math, Science and Social Studies.

Comprehensive Needs Assessment

School Culture and Climate

School Culture and Climate Data Sources

Staff (TELL) Survey results
Student Survey results

School Culture and Climate Strengths

Strengths from Kealing Middle School's survey include:

Students feel safe at school - 91%
There is respect for different cultures - 94%
There is respect for students who speak languages other than English - 95%
My classmates treat me with respect - 87%
I am happy with the way my classmates treat me - 91%
Parents are treated with courtesy - 97%
My child is treated with respect by other students - 96%
My school is a great place to work - 93%

School Culture and Climate Weaknesses

Only 66% of teachers communicate a sense of support and mutual trust with colleagues. New teacher report at 66% feeling supported by school leadership.

School Culture and Climate Summary

Kealing Middle School staff and students pride ourselves of creating a safe, welcoming and respectful environment for all students and staff. Teachers, administrators and counselors are intentional when creating Advisory lessons centered around Social Emotional Learning, No Place for Hate, Bully Prevention, cultural appreciation, conflict resolution, etc. to continue fostering positive student relationships.

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Data Sources

% of beginning teachers (TAPR)
% teacher turnover
Staff (TELL) Survey results

Staff Quality, Recruitment and Retention Strengths

Several of our teachers serve on district committees and ensure that our campus' needs are given a voice. Kealing staff is empowered with leadership positions within the school. Teachers are actively engaged in developing professional development topics based on staff and student needs.

Staff Quality, Recruitment and Retention Summary

In general, an appropriate amount of time is provided for professional development was reported by 87% of teachers. Teachers also report at 93% that Kealing is a great place to work.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Data Sources

Disaggregated STAAR Data
Short Cycle Assessments disaggregated by stud. grp
STAAR disaggregated by subj., grade, & stud. grp.
Staff (TELL) Survey results
TELPAS disaggregated by grade & prof. lvl.

Curriculum, Instruction and Assessment Strengths

Comprehensive Needs Assessment

Each core content department receive instructional coach support. A school counselor and administrator is assigned to each grade level to provide instructional and student support. AVID elective classes are offered at every grade level. PLC time for each content area takes place at least twice per week.

Curriculum, Instruction and Assessment Weaknesses

Continued need to strengthen instruction through PLCs with emphasizing the use of protocols when analyzing data.

Curriculum, Instruction and Assessment Summary

Teachers are organized in grade level, department, and content PLCs to plan and implement curriculum and develop lessons that are engaging for all students.

Comprehensive Needs Assessment Data Sources

% of beginning teachers (TAPR)

Community Demographics

Disaggregated STAAR Data

PPfT results for teachers

Report Card Grades

Short Cycle Assessments disaggregated by stud. grp

STAAR disaggregated by subj., grade, & stud. grp.

Staff Development

TELPAS disaggregated by grade & prof. lvl.

Kealing Middle School

Goal 1. (Strong School Leadership and Planning (ESF Lever 1)) Effective campus instructional leaders with clear roles and responsibilities develop, implement, and monitor focused improvement plans that address the causes of low performance.

Objective 1. (ESF Essential Action 1.1) Campus instructional leaders have clear, written, and transparent roles and responsibilities, and core leadership tasks are scheduled on weekly calendars (observations, debriefs, team meetings)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Administrative Roles and Responsibilities Delineated (Target Group: All)	Assistant Principal, Director, Principal	September 2020	(L)Campus BTO	Criteria: Administrative duty list & appraisal list

Kealing Middle School

Goal 2. (Effective, Well-Supported Teachers (ESF Lever 2)) Campus leadership retains effective, well-supported teachers by strategically recruiting, selecting, assigning, and building the capacity of teachers so that all students have access to high-quality educators.

Objective 1. (ESF Essential Action 2.1) Implement Targeted and Personalized strategies to support and retain staff, particularly high performing staff

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Clear selection criteria, protocols, hiring and induction processes for teachers and teacher leadership. Hiring practices that align with the school's vision, mission, values, and goals (Target Group: All) (Strategic Priorities: 1)	Academy Director, Assistant Principal, Director, Instructional Coaches, Principal	August 2020 - June 2021		Criteria: Teacher retention/turnover rate, TELL survey results, coaching logs, teacher mentorship

Kealing Middle School

Goal 2.   (Effective, Well-Supported Teachers (ESF Lever 2)) Campus leadership retains effective, well-supported teachers by strategically recruiting, selecting, assigning, and building the capacity of teachers so that all students have access to high-quality educators.

Objective 2.   (ESF Essential Action 2.2) Build teacher capacity through observation and feedback cycles.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilize tools for conducting observations and tracking progress, including walkthrough form aligned to the Effective Schools Framework and to the virtual instructional models. Administration and Instructional Coaches will conduct walkthroughs on a weekly basis to determine level of teacher support needed to enhance student engagement. (Target Group: All)	Academy Director, Assistant Principal, Director, Principal	Sept 2020 - April 2021		Criteria: Fidelity to the admin walkthrough calendar, learning walk protocol, administration walkthrough feedback, Instructional Coach contact log

Kealing Middle School

Goal 3. (High Quality Curriculum (ESF Lever 4)) All students have access to a TEKS-aligned, guaranteed and viable curriculum, assessments, and resources to engage in learning at appropriate levels of rigor.

Objective 1. (ESF Essential Action 4.1) Curriculum and assessments aligned to TEKS with a year-long scope and sequence

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. High Fidelity PD calendar focused on SBI for teachers are implemented which provide: - introductory training - ongoing content-focused training - job embedded training linked to high quality curriculum for middle school through high school in a core subjects - weekly monitoring walkthroughs for degree of implementation - implementation of district SCAs to monitor student results Instructional materials and resources are modified to increase accessibility for students with disabilities or special needs that do not compromise rigor, depth, and complexity (ex. audio text, assistive technology, manipulatives, and basic calculators) (Target Group: All) (Strategic Priorities: 2)	Academy Director, Assistant Principal, Director, Instructional Coaches, Principal	August 2020 - April 2021		Criteria: Professional Development agendas, administration walkthrough logs, instructional coaching logs, YPGs for all grades and content areas, PLC agenda that include time to make connections between data analysis, reteach plans, and appropriate instructional materials, the scope and sequence, units, and assessments are aligned to the standards for all tested subject and grade areas, and grades 6-12 mathematics and reading.

Kealing Middle School

Goal 4.   (Effective Instruction (ESF Lever 5)) All students have rigorous learning experiences because the school ensures objective-driven daily lessons, classroom routines, and formative assessments that yield the data necessary for teachers to reflect, adjust, and deliver instruction that meets the needs of each student.

Objective 1.   (ESF Essential Action 5.2) Effective classroom routines and instructional strategies

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus instructional leaders conduct regular walk-throughs and observations to ensure consistent implementation of expectations (Target Group: All)	Academy Director, Assistant Principal, Director, Principal	Sept 2020 - April 2021		Criteria: Administration walkthrough calendar, administration walkthrough logs, instructional coaching logs
2. Classroom instruction incorporates rigorous, high quality experience that promote critical-thinking skills, with differentiated and scaffolded supports for students with disabilities and English learners among other student groups (Target Group: ESL,SPED,GT,504)	Assistant Principal, Instructional Coaches, Teachers	Sept 2020 - May 2021		

Kealing Middle School

Goal 4. (Effective Instruction (ESF Lever 5)) All students have rigorous learning experiences because the school ensures objective-driven daily lessons, classroom routines, and formative assessments that yield the data necessary for teachers to reflect, adjust, and deliver instruction that meets the needs of each student.

Objective 2. (ESF Essential Action 5.3) Data-driven instruction

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Review disaggregated data from formative and summative assessments (norm referenced and criterion referenced) to track and monitor the progress of a students including students with disabilities, ELLs, and African American students and provide evidenced-based feedback to teachers (Target Group: AA,SPED,504)	Academy Director, Assistant Principal, Director, Instructional Coaches, Principal	August 2020 - April 2021		Criteria: Master schedule, formative and summative assessment data, data analysis protocol

Kealing Middle School

Goal 5. (PreK - 12+ College, Career, and Life Readiness) We are focused on ensuring that our students are prepared for a changing and increasingly complex future; to cultivate the knowledge, skills, mindset of a lifelong learner in order to be successful beyond high school.

Objective 1. (AVID Domain IV: Schoolwide Culture) AVID Schoolwide culture is evident when the AVID philosphy progressively shifts beliefs and behaviors resulting in an increase of students meeting college readiness requirements.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All teachers use BLEND in classrooms: PageView goals at 4000 (Target Group: All) (Strategic Priorities: 3)	Teachers, Technology Team	Ongoing		Criteria: % of teachers using BLEND: HS 80% - MS 50% - ES 20% of goal measured thru Blend PageView Spreadsheet
2. Use BLEND Campus Community Course to share announcements, events, and deadlines with parents (Target Group: All)	Teachers, Technology Team	Ongoing		Criteria: % of Parents using BLEND thru Parent BLEND tour

Kealing Middle School

Goal 6. (Vibrant, Welcoming, 21st Century Learning Environments) Modernization Projects, School Changes, Targeted Utilization Plans, and AISD CARES

Objective 1. (Customer Service) AISD CARES

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilize the campus website and SMORE to promote campus events and share important announcements. (Target Group: All)	Director, Office Staff, Principal	May 2021		Criteria: Website Notes
2. Share kudos and important information through the Hornet Herald, weekly notes that appear on the campus website. (Target Group: All)	All Staff	May 2021		Criteria: Hornet Herald Copies
3. Develop and operate a campus Child Study Team with a regular schedule of meetings. (Target Group: All)	CIS Leader, CST Chair	May 2021		Criteria: Meeting Notes
4. Ensure that teams understand the functions of the CST and protocols for referrals. (Target Group: All)	Counselor, CST Chair	January 2021		Criteria: Team Meeting Agendas

Kealing Middle School

Goal 7. (Whole Child, Every Child) Health Education, Physical Education & Physical Activity, Nutrition Environment & Services, Health Services, Counseling, Psychological & Social Services, Social & Emotional Climate, Physical Environment, Employee Wellness, Family Engagement, and Community Engagement

Objective 1. (Creative Learning Initiative) Creative Learning Initiative

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Add a scheduling option on the student choice sheets that increases opportunities for students to participate in Fine Arts electives. (Target Group: All)	Lead Scheduler	February 2021		Criteria: Electronic Choice Sheet Form
2. Collaborate with the Fine Arts team to problem-solve for students who have a scheduling conflict prohibiting them from taking a Fine Arts electives. (Target Group: All)	Counselor, Lead Scheduler	May 2021		Criteria: Match between course requests and final enrollment

Kealing Middle School

Goal 7. (Whole Child, Every Child) Health Education, Physical Education & Physical Activity, Nutrition Environment & Services, Health Services, Counseling, Psychological & Social Services, Social & Emotional Climate, Physical Environment, Employee Wellness, Family Engagement, and Community Engagement

Objective 2. (Objective 2 - Social Emotional Learning) SEL

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. School counselors conduct four classroom guidance lessons by grade level to address - Conflict resolution - Time management - Community service - Digital Citizenship (Target Group: All)	Counselor	Sept 2020 - May 2021		

SY 20-21 CIP Developers List

Name	Position
Duchesne, Sapna	Campus User
Slapak, Joseph	Teacher
Estes, Timothy	Campus Administrator
Jones, Bryan	CAC Non-staff Co-Chair
Jones, Zoe	Campus User
Jones, Ronda	Campus User
Waggoner, Sarah	Campus User
Martin, Jenna	Campus User
Chavez, Augustine	Campus User
Gibbon, Daniele	Campus User