

# Keller Independent School District



## Hillwood Middle School

## 2025-2026 Campus Improvement Plan

# Mission Statement

The Hillwood Middle School community is dedicated to developing students into self-confident, highly educated, and well-rounded individuals.

## We Will:

- Create a secure, welcoming environment
- Embrace our cultural diversity
- Engage the students with challenging educational opportunities
- Provide opportunities to develop the whole child
- Establish a culture of character, honor, and service

# Vision

Hillwood Middle School...an exceptional school committed to developing and inspiring life-long learners and leaders.

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# Comprehensive Needs Assessment

# Demographics

## Summary

Hillwood Middle School proudly serves approximately **1,050 students in grades 7 and 8**. Our campus reflects the rich diversity of the Keller ISD community, with students identifying as Hispanic/Latino (27.4%), Asian (9.6%), African American (12.1%), Multi-Ethnic (9.2%), and White (41.3%).

In addition to our cultural diversity, Hillwood supports a wide range of student needs. Approximately **36% of our students are Economically Disadvantaged, 8% are English Learners, 13% receive services through Section 504, and 17% participate in Special Education programs**. These demographics highlight both the unique strengths our students bring to campus and the critical role our staff play in providing equitable opportunities, targeted interventions, and high-quality instruction for all learners.

Currently, 70% of our staff are female and 30% are male.

Years of Experience

0 - 5 years: 18

6 - 10 years: 8

10 - 20 years: 20

21+ years: 8

## Strengths

- **Comprehensive Student Support:** Hillwood Middle School has established systems to identify student needs early and provide targeted academic, social, and behavioral interventions to ensure every student has access to the resources necessary for success.
- **Balanced Educator Experience:** The campus benefits from a well-balanced mix of veteran teachers who bring deep expertise and institutional knowledge, alongside newer educators who contribute fresh perspectives and innovative practices.
- **Culture of Adaptability:** Faculty and staff consistently demonstrate a collaborative spirit and a willingness to adapt practices in order to improve student outcomes and strengthen the overall school community.

# Problem Statements Identifying Demographics Needs

## Problem Statement

## Root Cause

1

Hillwood Middle School's diverse and evolving student learning needs present ongoing challenges in maintaining high levels of engagement and inspiration for all learners.

Hillwood Middle School has experienced student and family mobility, along with enrollment decline, resulting in a more diverse student population with varied backgrounds, needs, and expectations for educational opportunities.

 = Priority

# Student Learning

## Summary

The 2024-25 School Report Card Hillwood Scored an Overall Rating of an 89. Hillwood carried a 94.3% Attendance Rate, an 87 in Student Achievement, an 85 in School Progress, with a 92 in Closing the Gaps. Hillwood has historically performed higher than the state average in all core content areas based on the STAAR Assessments. Hillwood scores in the most recent STAAR are as follows:

Grade 7 Reading/Language Arts - 50% meets/20%masters

Grade 7 Math - 28%meets/3%masters

Grade 8 Reading/Language Arts - 72%meets/42%masters

Grade 8 Math - 54%meets/16%masters

Grade 8 Social Studies - 47%meets/26%masters

Grade 8 Science - 37%meets/8%masters

Algebra 1 - 94%meets/76%masters

Biology - 99%meets/62%masters

English 1 - 97%meets/59%masters

## Strengths

Hillwood Middle School higher achieving students in our advanced classes are receiving needed differentiated supports to be successful on State Assessments, local assessments, and classroom assessments.

# Problem Statements Identifying Student Learning Needs

## Problem Statement

## Root Cause

1

There is an achievement gap between our special needs students and our African American Students compared to other students.

Our diverse population needs more learning and development targeted supports that fill much needed gaps in learning

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# School Processes & Programs

## Summary

At Hillwood Middle School, we are dedicated to fostering a comprehensive educational experience that promotes both academic achievement and personal growth. Our programs and practices are intentionally designed to support student success, encourage teacher collaboration, and cultivate a positive school culture.

### Academic Programs

- **AVID (Advancement Via Individual Determination):** As a National Demonstration School, our AVID program offers structured academic support while providing students with opportunities for college visits and career exploration through the Keller Center for Advanced Learning.
- **Extracurricular Engagement:** Students actively participate in athletics, fine arts, leadership initiatives, and various clubs, helping to build essential skills such as accountability, teamwork, and discipline.
- **Homework Help:** Offered four days a week, our after-school Homework Help program allows students to receive academic assistance from teachers, ensuring clarity and completion of assignments.

### Teacher Support and Professional Development

- **Professional Learning Communities (PLCs):** We allocate full-day PLC sessions throughout the year to enable teachers to analyze student data, plan instruction, and develop targeted interventions.
- **Instructional Coaching:** Two dedicated instructional coaches provide ongoing support through modeling, coaching, and professional development.
- **Small Group Instruction:** Seasonal tutors are employed to deliver small-group instruction during the school day, offering personalized academic support to students.

### Student Success and School Culture

- **No-Phone Policy:** In alignment with state guidelines, our no-phone policy has led to a significant reduction in disciplinary incidents related to social media, bullying, and physical altercations.
- **Tier 1 Interventions and Consequences:** We implement a range of proactive measures including lunch detentions, after-school detentions, Saturday School, and the removal of privileges to reinforce accountability.
- **Family Engagement:** We prioritize transparent communication with families through scheduled parent meetings focused on student progress and collaborative support strategies.
- **Data-Driven Practices:** Regular data talks are conducted to monitor academic performance and implement timely interventions.

Through these initiatives, Hillwood Middle School remains committed to nurturing academic excellence, student responsibility, and a supportive learning environment.

## Strengths

Hillwood Middle School continues to demonstrate excellence through robust programs and strategic instructional support:

### Program Highlights

- **Fine Arts, Athletics, and AVID:** Our Fine Arts and Athletics programs consistently foster student growth and achievement. Our AVID program not only supports students academically but also provides professional development for staff, equipping teachers with research-based strategies to enhance classroom engagement and student learning outcomes.

### Instructional Leadership and Support

- **Department Leadership:** A strong team of Department Leads collaborates to strengthen instruction across core academic areas, ensuring alignment with district curriculum and student needs.
- **Instructional Coaching:** Our academic coaches in Math and English work closely with teachers to support instructional

planning, data analysis, and the implementation of targeted strategies that drive student success.

# Problem Statements Identifying School Processes & Programs Needs

## Problem Statement

## Root Cause

1

The elimination of the planning period continues to create challenges for our teachers to effectively plan collaboratively.

Across the state school districts, including Keller ISD, are having to make difficult decisions to implement changes at the campus level.

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# Perceptions

## Summary

2025-2026 School year brought about change at Hillwood Middle School, a new principal was named during the summer. A change of any kind at a campus level will always have an impact on the community and staff. Hillwood Middle School hired 28 new quality teachers who are excited about becoming a part of the Hillwood family. Surveys will be sent to the staff and community for feedback and reflection at which time our team will identify areas of strengths and areas needing growth.

## Strengths

We have the unique opportunity to build a great and lasting team at Hillwood. We can build lasting educational relationships with our community and staff, foster academic growth with new ideas, and continue the legacy of achievement at Hillwood.

# Problem Statements Identifying Perceptions Needs

## Problem Statement

## Root Cause

1

The perception of Hillwood Middle School is students' behavior and self-regulation is becoming a norm and unchecked by staff creating a challenging environment for students.

The community is increasingly reflective of the rich diversity found in our broader society. Our students and families bring a wide range of backgrounds, experiences, and needs that we can all benefit.

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# Data Documentation for CNA

# Data Documentation for CNA

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals
- Campus/District improvement plans (current and prior years)

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Federal Report Card and accountability data

## Student Data: Assessments

- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions

## Student Data: Student Groups

- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Section 504 data
- Homeless data

## Student Data: Behavior and Other Indicators

- Attendance data

Discipline records

Enrollment trends

## Employee Data

Campus department and/or faculty meeting discussions and data



# Goals

# Goal 1 Increase Student Achievement

## Performance Objective 1

60% of students will score Meets in each of the Math tested grades measured by 2026 STAAR

### Action Step 1

By May 2026, Hillwood Middle School will increase student engagement in learning by ensuring that at least 90% of students show growth on MAP assessments (Math and Reading), as measured by beginning-of-year, middle-of-year, and end-of-year MAP results.

#### Progress Reviews

Moderate Progress

December

April

July

August

### Action Step 2

By the end of May 2026, administrators will conduct frequent walkthroughs on teachers to ensure continuity of instruction and alignment with Keller ISD's curriculum scope and sequence.

#### Progress Reviews

Moderate Progress

December

April

July

August

## Performance Objective 2

60% of students will score Meets in each of the ELA tested grades measured by 2026 STAAR

### Action Step 1

By May 2026, Hillwood Middle School will increase student engagement in learning by ensuring that at least 90% of students show growth on MAP assessments (Math and Reading), as measured by beginning-of-year, middle-of-year, and end-of-year MAP results.

## Progress Reviews

Moderate Progress

**December**

**April**

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## Action Step 2

By the end of May 2026, administrators will conduct frequent walkthroughs on teachers to ensure continuity of instruction and alignment with Keller ISD's curriculum scope and sequence.

## Progress Reviews

Moderate Progress

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**August**

# Goal 2 Overall Excellence in Student, Parent, and Community Relations

## Performance Objective 1

Achieve a 25% increase in parent participation in school events and a 15% improvement in parent satisfaction scores on annual surveys.

### Action Step 1

Launch a weekly parent newsletter highlighting achievements and events occurring at Hillwood and KISD.

#### Progress Reviews

Moderate Progress

December

April

July

August

### Action Step 2

Submit parent surveys 3 times a year to receive feedback on family opportunities offered at Hillwood Middle School throughout the year.

#### Progress Reviews

Moderate Progress

December

April

July

August

## Performance Objective 2

Increase number of events for parents and students to attend throughout the year compared to last year: Preview Night, Open House, Fall Dance, Fall Festival events with feeder school, Spring Dance

### Action Step 1

Work with the PTA monthly at Hillwood and our feeder programs, if possible, to brainstorm ideas to increase community involvement at Hillwood Middle School.

## Progress Reviews

Moderate Progress

**December**

**April**

**July**

**August**

## Action Step 2

Submit parent surveys 3 times a year to receive feedback on family opportunities offered at Hillwood Middle School throughout the year.

## Progress Reviews

Moderate Progress

**December**

**April**

**July**

**August**

# Goal 3 Employee Excellence and Organizational Improvement

## Performance Objective 1

By May 2026, will establish a culture of employee excellence by ensuring that at least 85% of staff report improved trust, support, and recognition from campus leadership, as measured by the annual district employee climate survey and mid-year staff feedback tools.

### Action Step 1

Publicly reward staff members each month and each quarter for their dedication and hard work as voted on by the students and their peers.

#### Progress Reviews

Moderate Progress

December

April

July

August

### Action Step 2

I love October and Fabulous February will be centered around thanking our staff and teachers for their continued support of the community and students.

#### Progress Reviews

Moderate Progress

December

April

July

August

## Performance Objective 2

By May 2026, Hillwood Middle School will improve the efficiency and clarity of internal communication by ensuring that 90% of staff report satisfaction with campus communication systems (weekly newsletter, meeting structures, and feedback loops), as measured by the annual district employee climate survey and mid-year campus surveys.

### Action Step 1

Create a weekly community newsletter highlighting events and creating a video with our students about news around the school.

## Progress Reviews

Moderate Progress

**December**

**April**

**July**

**August**