



CMS

Campus Improvement Plan

2026-2027

“Excellence and Integrity - The Wildcat Way”

Communication. Connection. Consistency. and Commitment!”

Forward

The Cayuga Middle School Campus Action Team (CAT) meets to develop, review, and revise the Campus Improvement plan for the purpose of improving the performance of the middle school students. The committee includes representatives from the professional staff, parents, community, and business stakeholders. Currently serving on the Cayuga Middle School C.A.T. Team are:

Chairperson	Amy Kelley Cayuga Middle School Principal
Teachers	Jill Hamil, 6 th and 7 th grade math Kimberly Hillhouse, 7 th and 8 th grade History Katie Holmes, 8 th grade ELAR
Community Member	Melody Duncan
Business Representative	Darren Sims, Town and Country
Campus-Based Non-Teaching Professional	Kenyetta Jenkins (Counselor)

Campus-level committee shall:

1. Be involved in establishing and reviewing the campus educational plan, goals, performance objectives, and major instructional programs.
2. Assist the principal annually in developing, reviewing, and revising the campus improvement plan for the purpose of improving student performance for all student populations with respect to the academic excellence indicators and any other appropriate performance measures for special needs populations.
3. Be involved in decisions in the area of planning, budgeting, curriculum, staffing patterns, staff development, and school organization according to established administrative procedures.
4. Address all pertinent federal planning requirements.
5. Hold one public meeting, annually, after receipt of the annual campus rating from TEA to discuss District Performance and District Performance Objectives.
6. Participate in the development of and approve the portions of the campus plan addressing campus staff development needs.
7. Determine the use of funds awarded to the school under the Texas Successful School Award System.
8. Provide written comments as appropriate, on request for waivers submitted to TEA.

THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of the 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 of social, economic, and education opportunities of our state and nation. The 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.

THE STATE OF TEXAS PUBLIC EDUCATION GOALS

GOAL #1 The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.

GOAL #2 The student in the public education system will demonstrate exemplary performance in the understanding of mathematics.

GOAL #3 The student in the public education system will demonstrate exemplary performance in the understanding of science.

GOAL #4 The student in the public education system will demonstrate exemplary performance in the understanding of social studies.

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

OBJECTIVE #1 Parents will be full partners with educators in the education of their children.

OBJECTIVE #2 Students will be encouraged and challenged to meet their full educational potential.

OBJECTIVE #3 Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

OBJECTIVE #4 A well-balanced and appropriate curriculum will be provided to all students.

OBJECTIVE #5 Qualified and highly effective personnel will be recruited, developed, and retained.

OBJECTIVE #6 The state's students will demonstrate exemplary performance in the comparison to nation and international standards.

OBJECTIVE #7 School campuses will maintain a safe and disciplined environment conducive to student learning.

OBJECTIVE #8 Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.

OBJECTIVE #9 Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

CAMPUS GOALS

Cayuga Middle School will meet or exceed the state standards in all areas reported on the Texas Education Agency's Texas Academic Performance Reports (TAPR) which determines the campus' accountability rating based on the student performance in the areas of attendance, dropout rates, and the State of Texas Assessments of Academic Readiness (STAAR) testing.

MISSION STATEMENT FOR CAYUGA MIDDLE SCHOOL

The mission of Cayuga Middle School is to implement safe, student-centered programs and effective practices which address the critical academic, social, and psychological needs of young adolescents.

CAYUGA INDEPENDENT SCHOOL DISTRICT MIDDLE SCHOOL FACULTY AND STAFF

2026-2027

ADMINISTRATION

Dr. Joe E. Satterwhite	Superintendent
Zach Williams	High School Principal
Tracie Campbell	Elementary Principal
Amy Kelley	Middle School Principal
Kenyetta Jenkins	HS/MS Counselor
Jacob Magee	Athletic Director
Megan Humphreys	Assistant Athletic Director

MIDDLE SCHOOL STAFF

Corey Brown	Agriculture
Brianna Graham	Agriculture
Kimberly Hillhouse	7 th and 8 th grade History
Jade Gillespie	Special Education
Emily Wilburn	Life Skills/Special Education
Kristen Hargrave	6 th grade Science and Social Studies
Terri Singletary	MS Art
Christi Lee	6 th grade Reading and English
Jodi Walthall	7 th grade Reading and English
Katie Holmes	8 th grade Reading and English
Lori Higgins	7 th and 8 th grade Science
Jill Hamil	6 th and 7 th grade Math
Sarah Walker	8 th grade Math
Kyle Wilkins	Special Education/Boy's Athletics
Jennifer Joslin	MS and HS Band
Nick Powell	MS and HS Band
Rodricka Bryant	Inclusion/HS Girls' Basketball

Support/Paraprofessionals

Tanya Kennerk	Wildcat Den/Inclusion
Samantha Castillo	Wildcat Den/Inclusion

DIRECTORS

Joey Fitzgerald	Transportation Director
Leslie Glenn	Food Service Director
Jennifer Joslin	Band Director
Jacob Magee	Athletic Director
Kristen Mills	MS School/District Nurse
Jason Henry	Maintenance/Custodial Director
Becky Thompson	Sp. Programs Director/Test Coordinator
Eric Grimes	Technology Director
Laurie Jordan	Asst Technology Director/Librarian
Katie Abbott	ACSEC Director
Nick O'Donnell	District Diagnostician
Jenni Scheppler	Director of Curriculum and Instruction

OFFICE PERSONNEL

Leticia Bird	CHS Secretary
Neicie Douglas	CMS Secretary
Lisa Krumnow	CES Secretary
Jessica Gonzales	Business Office
Magen Humphreys	Superintendent Secretary
Jessica Brown	PEIMS Coordinator
Kellie Gatewood	Business Manager

CMS SPONSORS

6 th grade-	Lee, Hargrave, Gillespie
7 th grade	Hamil, Higgins, Walthall
8 th grade	Holmes, Hillhouse, Walker, Singletary
MS Cheerleading	Ashley Magee
Robotics	Lori Higgins
Student Council	Laurie Jordan
U.I.L Coordinator	Kimberly Hillhouse
FFA	Graham and Brown

**Cayuga Middle School Campus Plan
2026-2027**

Campus Goal: Cayuga Middle School will meet or exceed the state standards to all areas reported to the Texas Education Agency's Texas Academic Performance (TAPR) which determines the campus' accountability rating based on the student performance of attendance, dropout rate and the State of Texas Assessments of Academic Readiness (STAAR) testing.

Performance Objective 1: Cayuga Middle School will reduce/maintain the failure rate from 0% to 0%.				
Strategies	Person(s) Responsible	Resources	Timeline	Evaluation
1. Improve attendance from 96.2% to 97%. Attendance Awards. House Points Incentive, Top Cats	Principal, School Counselor	Activity Fund Budget	August 2026-May 2027	End of Six Weeks
2. Continue voluntary after-school tutorials and Math Club.	Principal/Teachers	NA	Daily	End of Six Weeks
3. Continue incentive programs (Top Cats, Awards, Top Cat Rally, House System)	Principal, School Counselor, Teachers	Activity Fund Budget	Each Six Weeks	End of Six Weeks
4. Continue Conduct Grades	Teachers	NA	Daily	End of Six Weeks
5. Parent/ Teacher Conferences for students who continue to have late work/Semester Failures.	Teachers/Parents	NA	Continual/End of Semester	Reduction of Failures

6. Continue Grade Watchers	Principal, School Counselor, Wildcat Den Paraprofessionals	Budget	End of Six Weeks	Reduction of failure rates
7. Utilize instructional strategies that address multiple learning styles.	Teachers	Teacher Training	2025-2026	Lesson Plans, Classroom Activities, T-TESS
8. Implementation of Failure Intervention Plans for all students who fail a six weeks.	Teachers	Teacher Training/Model Plan	August 2026- May 2027	End of Six Weeks/Teacher Plan

Performance Objective 2: Cayuga Middle School will perform at or above state standards in all subject areas, and all student populations, on the STAAR tests in 2026.

Strategies	Person(s) Responsible	Resources	Timeline	Evaluation
1. Meet state and federal standards in all student groups on STAAR tests.	Teachers	Budget	April and May 2027	STAAR results
2. 6 th and 7 th grade required reading class.	Principal/ELAR teachers	Compensatory Fund	August 2026- May 2027	STAAR results Reading Diagnostic tests
3. Remediation course in reading for 8 th graders who fail STAAR test in the 7 th grade.	8th grade reading teacher	Compensatory Fund	August 2026	STAAR results SSI results

4. Teachers will receive training/professional development based on instructional needs.	Principal/ Teachers/ Director of Curriculum and Instruction	Compensatory Fund	August 2026	Evaluation of training Collaboration between vertical teams
5. Continue Highly Qualified Math Aid	Principal/School Board	Title 1 Funding/Salary	As available	Reduction of math STAAR failures
6. Purchase Supplemental Materials to enhance STAAR related subjects ie. Lowman STAAR Blitz, Get More Math, Flocabulary, IXL	Principals/Teachers	Cost of Books Budget	2026-2027	STAAR scores
7. Release STAAR tests and other pertinent information to staff.	Principal/School Counselor/ Testing Coordinator	Cost of DMAC/Edgenuity Budget	2025-2026	Teacher needs and STAAR needs
8. Continue PGP (Personal Graduation Plan) for any student who does not pass STAAR.	School Counselor	Edgenuity	May 27	STAAR results PGP plan
9. Provide Training for ALL Staff on STAAR tests for 2026-2027	Principal/Director of Special Populations/ Teachers	Budget=Region VII Coop	As available	Workshop Evaluations
10. STAAR training provided to new staff/mentor teacher assigned for school year.	Principal/School Counselor/Testing Coordinator	Budget for staff training	Ongoing	STAAR scores/results of practice/benchmark tests.
11. Use of Evidence-based testing/Interim testing/Data-tracking to improve student performance.	Principal/School Counselor/Director of Special Populations	Budget/Cost of DMAC	Ongoing	STAAR scores/results of practice/benchmark tests

12. Continuing ROAR period and TEAM time to meet state HB 1416 Requirements for Supplemental Instruction Hours where certified teachers and paraprofessionals will work with struggling students who have been identified by the District and address learning loss associated with the pandemic by using evidence-based interventions.	Principals/Director of Special Population/Teachers	Budget	Ongoing	STAAR scores/results of practice/benchmark tests
13. Review Beginning of the year (BOY) and Middle of the Year (MOY) data-assessment based Interim testing for strategies-based ROAR Period tutoring interventions. (Edgenuity/IXL)	Principal/School Counselor/ Testing Coordinator	Budget	Ongoing	Interim Testing Results
14. Work to implement a Summer program to assist students that do not pass the STAAR test. Provide 30 hours of supplemental instruction to address learning gaps. (HB 1416)/Edgenuity	Principal/Director of Special Populations/Testing Coordinator	Budget	Ongoing	STAAR scores/results of practice/benchmark/ Interim testing results
15. Work to maintain at least one year of student growth for all students taking the STAAR assessments.	Principal/Director of Special Populations/testing Coordinator/Teachers	Local, Title I, Compensatory, Special Education	Ongoing throughout 2025-2026	TAPR/School Report Card
16. Continue to address the learning loss created from COVID-19 pandemic through tutorials, interim testing and needs assessment.	Administration/School Board/ Superintendent/Principal/Teachers	Budget	2026-2027	Assessment based on individual student/campus need
17. Continue Math Club to help increase Math scores across the campus.	Principal	Budget	August 2026- April 2027	STAAR results

Performance Objective 3: CMS will increase student attendance from 96.2% to 97%.

Strategies	Person(s) Responsible	Resources	Timeline	Evaluation
1. Educate parents and students about tardy and attendance law	Principal	NA Attendance letters	September 2026	Daily Attendance Awards
2. Continue use of incentives (Perfect Attendance Award, Bulletin Board, Newspaper, TOP CATS, House rewards	Principal/Student Council	Activity Fund Budget	September 2026 to May 2027	Daily and semester attendance reports
3. Attendance committee will review absences and tardies/ Assign CATS Intervention Program; Contract	Principal/Nurse/School Counselor	Budget	August 2026 to May 2027	Daily and semester attendance reports
4. Phone calls to students who are absent and mail home warning notices.	Principal/MS Secretary	Budget/Postage/ Phone	August 2026 to May 2027	Daily attendance reports
5. Provide Saturday School Opportunities for students with excessive tardies/absences	Principal/ School Counselor/ MS Secretary / Saturday Day School Coordinator	SCE and Local Funds	October 2026 to May 2027	Attendance Reports
6. Mandatory contact for students who are absent for two consecutive days without contact.	Principal/MS Secretary	Budget: Postage/ Phones	August 2026 to May 2027	Daily Attendance Reports

Performance Objective 4: CMS will initiate the development of a scope and sequence in the MS curriculum for all student populations and sub-groups.

Strategies	Person(s) Responsible	Resources	Timeline	Evaluation
1. Utilize TEKS to meet the needs of all student populations 6-8.	Teachers	NA	Daily	Lesson Plans/Documentation
2. Teachers will document TEKS in their lesson plan	Teachers	NA	Daily	Lesson Plans
3. GT strategies will be incorporated into lesson plans	Teachers	NA	Weekly	Lesson Plans
4. On-going assessment of at-risk students in math and reading.	School Counselor/Core teachers	Cost of Assessments	6 weeks	Lesson
5. MS will continue ESL immersion strategies for identified LEP students w/assistance from ESL instructor	Principal/ Spanish Teacher/ ELAR Teachers/ Director of Special Populations	Region VII/ ESL Training ESL state-adopted books	Daily	Lesson Plans/ Walkthroughs/ Progress Reports
6. Foundations programs of HS will be present to students.	School Counselor/ Teachers/ House Leaders	NA	Each Six Weeks	Student Input/Pre-Registration for High School
7. Common planning period for most CMS teachers to allow for vertical alignment, PLC, and PD based on needs of the campus.	Principal/ Teachers/ Director of Curriculum and Instruction	Budget	Ongoing	Lesson Plans, Teacher feedback, Walkthroughs and observations

Performance Objective 5: Cayuga ISD will continue an updated technology plan

Strategies	Person(s) Responsible	Resources	Timeline	Evaluation
1. Purchase additional software, including training for teachers and students.	Principal/ teachers/ Instructional Technologist	Technology Budget	Fall 2026	Evaluation of Software Evaluation of Training
2. Continue Ascender for grades and attendance.	Teachers	Technology Budget	Daily	Grade Reports
3. Keep updated Internet User Agreement	Teachers/ Principal	NA	Fall 2026	Agreement
4. Integrate technology in curriculum and instructional practices	Teachers	NA	Ongoing	Lesson Plans
5. Purchase technology equipment for classrooms (chromebooks, tablets, computers, computer carts, headphones, mice	Technology Director	Budget	2026-2027	Computer Updates
6. Create and implement a 1:1 technology plan for students to have a designated chromebook during the instructional day.	Principal/ Technology Director/ Teachers	Chromebooks	Ongoing	Equipment updates

Performance Objective 6: Cayuga Middle School will design a coherent sequence of courses to meet student needs by narrowing the gap between regular and special population students.

Strategies	Person(s) Responsible	Resources	Timeline	Evaluation
1. Utilize and document a pre-referral intervention team and process prior to special education referral by completing RTI team packet.	RTI Team/ School Counselor/ Principal/ Director of Special Populations	NA	August 2026 to May 2027	Intervention assistance team meeting identify students needing referral to special education.
2. Provide timely diagnostic services for Middle School students whereby students are identified, evaluated, and served as needed throughout the school year as deemed appropriate by the ARD committee.	Principal/ Special Education Teacher/ Diagnostician/ Teachers/ Director of Special Populations	Anderson County Special Education Coop Budget	August 2026 to May 2027	Success of Special Education Students due to Identification of Special Education students, appropriate classroom accommodations, and supports for students.
3. Students with disabilities will be included in state and district-wide assessments with the STAAR-online and STAAR-Alt 2.	ARD committee/ Director of Special Populations	NA	Spring 2027	Performance of STAAR tests
4. Schedule conferences as needed with special education teachers and general education teachers to address student needs.	Special Education Teacher/ Principal/ Director of Special Populations	NA	As needed	Teacher conference
5. Communicate with parents with students in special programs with progress reports sent home with report cards.	Special Education Teacher/ Life Skills Teacher	Cost of Postage	Each Six Weeks	Progress Reports

6. Utilize services provided for content mastery classes for Special Education Students.	Special Education Teachers/ Special Education paraprofessionals	Special Education Budget/ Salary/ Supplies	August 2026 to May 2027	Implementation of Progress/ Documentation of accommodations provided to students.
7. Staff training for servicing students with special needs for special education teachers, paraprofessionals, and general education teachers.	Teachers/ Director of Special Populations/ Dyslexia Coordinator	Budget	Back to school yearly training/ additional training as needed	Evaluation of Workshops, Implementation of strategies, and collaboration across subject areas and teachers.
8. Engage Special Education, 504, and students in Dyslexia in curriculum-specific programs to ensure success in areas students qualify in as stated in their IEPs.	Teachers/ Director of Special Populations/ Dyslexia Coordinator	Special Education	Back to School Yearly training/ Ongoing	Testing Results
9. Review students in Special Programs regularly to create and Individualized Educational Plan for students.	Teachers/ Director of Special Populations/ Teachers/ Principal/ ARD Committees	Special Education	2026-2027	Annual Progress and Growth Reports
10. Training CMS teachers in providing Dyslexia services so that these students can receive services that fit in their schedule vs going to the elementary to receive services.	Principal/ Region VII/ Director of Special Populations	Dyslexia	2026-2027	Student Growth

Performance Objective 7: Cayuga Middle School will provide an orientation program for new and beginning teachers to Cayuga Middle School with ongoing support through the first school year and subsequent school years as needed.

Strategies	Person(s) Responsible	Resources	Timeline	Evaluation
1. Continue Mentor System for new and beginning teachers.	Principal/ School Counselor/ Assigned Mentor Teachers/ Director of Curriculum and Instruction	Budget	2026-2027	Teacher growth
2. Continue orientation meeting at the beginning of each school year.	Principal/ Campus Administrators/ Director of Curriculum and Instruction	NA	2026-2027	Annual Teacher Support
3. Provide Teacher Handbook/ TTESS training annually.	Principal/ Campus Administrators/ Director of Curriculum and Instruction	NA	2026-2027	Annual Teacher Support
4. Provide time for new teachers to observe other teachers across campuses as needed.	Principals/ Teachers	NA	2026-2027	Annual Teacher Support

Performance Objective 8: Cayuga Middle School will provide construction of facilities needed to ensure continuation of a quality middle school program.

Strategies	Person(s) Responsible	Resources	Timeline	Evaluation
1. Address an appropriate media center that meets student needs and state requirements for 21 st century learning.	School Board/ Superintendent/ Administrative Team	Budget	2026-2027	Facility Report/ Library/ Media Center Requirements
2. Provide Updated electrical system/Network upgrades	School Board/ Administrative Team/	Bond Funds	Summer 2026	Facilities/ Upgrades
3. Provide Updated Flooring/ Paint/ Ceiling Tiles	School Board/ Administrative Team/	Bond Funds	Summer 2026	Facilities/ Upgrades
4. Conduct facilities review for construction needs, updates, custodial needs.	Campus Principal	Budget	Ongoing	Facilities Report

Performance Objective 9: Cayuga Middle School will maintain a safe and drug-free school environment by implementing strategies to enhance self-esteem and responsibilities in today's society.

Strategies	Person(s) Responsible	Resources	Timeline	Evaluation
1. Provide appropriate drug awareness and education programs. (Red Ribbon Week, Drug Dogs on Campus, STUCO activities, Drug Screening)	Principal/ School Counselor	Budget Title IV	Ongoing throughout the school year	Class Participation/Office Referrals
2. Enforce Student Code of Conduct	Principal/Staff	NA	Daily	Improvement of Discipline/ Office Referrals
3. Practice Response and Contingency Safety Plans (Building Evacuation, Site Evacuations, Bus Safety, Shelter in place, and video training)	Staff	NA	Ongoing	Evaluation from Region VII and staff
4. Continue EOP/Senate Bill 11 (Emergency Operations Plan)	Administration/ Technology Director/ EOP Coordinator	NA	Ongoing	Completion and Evaluation of EOP
5. Continue programs to enhance self-esteem (Top Cats, Peer Mediation, STUCO, positive office referrals, promotion of kindness through House System)	Principal/ Staff/ STUCO Sponsor	Activity Budget	Daily	Student Surveys, Student Participation, Feedback from Parents and students, Decrease in Office Referrals
6. Provide an effective Bullying Prevention Program.	School Counselor	Title IV Fund	Ongoing	Comparison of Bullying reports/Discipline Reports

7. School-wide security cameras	School Board/ Technology Director/ School PD	Budget	All Year	Feedback from staff, Assistance with School Safety Issues
8. "Worth the Wait" program to provide SEL support for all MS students.	Principal/ School Counselor	Partnership with Henderson County Help Center	Annually	Decrease in office referrals, student participation and feedback.
9. Implementation of House system as PBIS tool.	Principal/Teachers/ Students	Activity Fund	2026-2027	Decrease in office referrals
10. Maintain weekly door/Security Checks as required by TEA.	Superintendent/ Principal/EOP coordinator	NA	2026-2027	Review of door checks/Safety Compliance Checks

Performance Objective 10: Cayuga Middle School will improve communication system-wide with input from staff on appropriate staff development and campus needs.

Strategies	Person(s) Responsible	Resources	Timeline	Evaluation
1. Conduct a needs survey with staff regarding professional development to enhance curriculum needs	Principal/Staff	NA	2026-2027	Needs Assessment Results
2. Earn-Off days to enable staff to attend subject-specific training.	School Board/ Administration	NA	Summer	Teacher evaluations
3. Continue TTESS evaluations and walkthroughs	Principals/Director of Curriculum and Instruction	DMAC Region VII	Yearly	Teacher TTESS evaluation forms and walkthroughs
4. 30 Hour GT training for academic teachers and 6 hour yearly update	Principal/Teachers	DMAC Region VII	Annually	GT training completion and evaluation
5. Vertical teams will collaborate to meet student needs/staff needs	Principal/teachers	Coverage/ Budget	Ongoing	Vertical Team Collaboration
6. CAT team will serve as liaison to staff and provide input on staff needs/staff development	Principal/ School Counselor/ CAT team	NA	As needed	Teacher input

Performance Objective 11: Cayuga Middle School will communicate effectively with students, parents, and community in an effort to improve stakeholder, develop a learner-centered community, and contribute to the overall improvement of the school.

Strategies	Person(s) Responsible	Resources	Timeline	Evaluation
1. Students/Parents will be able to view grades via Ascender. Six weeks Report Cards will be sent home and Progress Reports for all failing students	Principal/ Teachers/ Parents/ Students	NA	Three or Six Weeks Grading Periods	Progress Reports and Report Cards
2. Make phone calls to parents of students who are absent from school for two or more consecutive days without contact.	MS Secretary	NA	Daily	Attendance Requirements
3. Contact parents of students who are failing regularly or have late work and are at risk of failing as needed	Teachers	NA	Ongoing	Conference logs/ Parent Communication Log/ Progress Reports
4. Maintain effective two-way communication through an updated CMS Facebook page, Remind, and school website to inform parents, community members, and stake holders of student activities and school events.	Principal/ Campus Secretary/ Teachers	NA	Ongoing	Feedback from Community
5. Middle School Orientation for incoming 5 th graders.	Principal/ School Counselor/ 6 th grade teachers	NA	Yearly	5 th grade Participation/Feedback

6. Create student advisory group to allow students to take ownership of campus decisions, PBIS strategies, and programs.	Principal/Students	Activity Budget	Starting Summer 26/ongoing	Student feedback and participation
7. Meet with Parent Group to inform, gather feedback, gain parent volunteers, and partner with families and community members	Principal/ Parents/ Community Members	Activity Budget	Starting Summer 26/ongoing	Parent Feedback and participation