

# Gorman High School



## Campus Improvement Plan

2019-2020

Board approved 8-12-19

District Mission Statement:

"The mission of Gorman ISD is to provide the best possible educational program to meet the individual needs of all students, assuring them the opportunity to be responsible and productive citizens."

## **Gorman High School Campus Plan Summary**

### **Demographics Summary**

Gorman is a rural community halfway between Abilene and Fort Worth 15 miles south of Interstate 20. Gorman is a farming community that was built on Peanut Production. Peanuts are no longer the main crop in Gorman and with the loss of peanut crops, there has also been a loss in population and job opportunities. Not only have we lost peanut farms, but we have also lost several peanut production plants and facilities. Gorman has a population of approximately 1,050, and a land area of 1.65 square miles.. The average income is around \$23,500.

Gorman High School has met standard on STAAR for the last five years. It has a great mixture of faculty that strive hard to create a positive learning environment that fosters high achievement. We saw very little turnover, only replacing two teachers that resigned. The school will be working to offer several certification programs to the students in various fields through the local colleges.

### **College and workforce readiness:**

- Provide students with the opportunity to take dual-credit coursework by partnering with Cisco College, Ranger College, and TSTC. In order to maximize this opportunity Gorman will provide opportunity for students to take the TSI.
- Provide all students the opportunity to take the SAT and ACT tests.
- Offering students vocational and Agriculture classes.
- Provide students with the opportunity to take the PSAT tests.

Continue to align the curriculum with new TEKS changes:

- Ninth – Twelve grade level teachers will meet to continue curriculum alignment.
- Faculty will participate in PLCs to share and develop strategies for improvement
- Continue to use TEKS Resource System in current curriculum.
- Provide professional development to assist with higher level questioning and teaching strategies.
- Use DMAC software to track students progress with the state TEKS.

Safe and Secure Environment:

- Provide anti-bullying/violence prevention for the personnel and students.
- Continue parking permit system for students.
- Background check everyone who interacts with students through all school sponsored activities

Achieve 97% attendance rate:

- Contact parents/guardians daily by phone for those students who are not in attendance.
- Contact parents or guardians by mail with any students who are having attendance problems.
- Offer incentive program for students with good attendance.

Establish a baseline to increase extra-curricular/ co-curricular participation to 100% by 2016:

- Survey students to determine current level of participation and to find areas of interest of the student population.

Increase parent and community communication and involvement:

- Post schedules, upcoming events and accomplishments in area newspapers.
- Communicate with parents by faculty through mail and telephone to keep parents updated on student achievement.
- School website and Facebook posts
- Have Parents night to explain expectations of STAAR testing.

## Needs Assessment for the 2019-2020 Campus Plan

The needs of the students in Gorman High School were identified by the GHS Site Based Decision Making committee by utilizing both formal and informal methods of assessment. Information used in this assessment included:

1. Data analysis:
  - A. 2015-2016 STAAR test results
  - B. 2016-2017 STAAR test results
  - C. 2017-2018 STAAR test results
  - D. 2018-2019 STAAR test results
  - E. Benchmark test results
  - F. PEIMS data
2. Analysis of most recent state and federal accountability data:
  - A. TAPR reports
  - B. Campus Report Cards
  - C. System Safeguards
3. Analysis of specific characteristics of economically disadvantaged and at-risk populations
4. Annual evaluation of special programs:
  - A. Dual Credit courses
  - B. Federal programs
  - C. Gifted and Talented programs
  - D. Attendance data
  - E. Dyslexia
  - F. ESL program
  - G. Graduate profiles
  - H. Special Education
  - I. Tutorial programs
  - J. UIL participation
  - K. CTE pathways
5. Input from teachers, parents, board members and district administration

### **Student Achievement**

## Student Achievement Summary

Gorman High School earned an “A” rating from TEA. However, since not all district schools did as well, GH S was downgraded to a “B”. GHS Algebra I students did very well. Specifically, 61% of the students achieved the highest rank of MASTERS, doubling the state average. Likewise, 83% of GHS students passed Biology, with 22% reaching MASTERS. U.S. History students also did very well with 95% of the students passing that EOC.

There are still significant areas of concern for GHS. Specifically, the areas of ELA reading and writing have been troubling for the past several years. 35% of GHS students taking the English I test did not pass. English II saw a 75% passing rate. Intensive remediation is planned for those students with deficits.

GHS scored slightly below the state average on English I & II. They were about the same in Algebra I and Biology. They did better than the state average in U. S. History. The percentages of students that scored Level III (MASTERS) in Algebra I and Biology exceeded the state average, with Algebra I nearly doubling the state average. The other EOC tests fell below the state average in the MASTERS level. This is reflective of a "get them to pass the test" mindset that moves up with students as they progress through the system.

TEST (# of students)	APPROACHES (State Avg)	MEETS (State Avg)	MASTERS (State Avg)
Algebra I (18)	78% (84%)	72% (62%)	61% (39%)
Biology (18)	83% (88%)	61% (63%)	22% (26%)
English I (17 + 4 retest)	65% (63%)	65% (49%)	6% (12%)
English II	75% (67%)	58% (51%)	0 (8%)
U.S. History	95% (93%)	40% (75%)	10% (47%)

**Gorman High School**

GOAL: 1 Improve the learning environment and instructional programs at Gorman HS in mathematics.

MEASURABLE PERFORMANCE OBJECTIVE: All math and science students will continue to improve and perform above state mandated levels on STAAR

SUMMATIVE EVALUATION: STAAR-Final Grades-TAPR-SYSTEM SAFEGUARDS

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/Allocation	Formative Evaluation
1. Curriculum in grades 9-12 will be vertically aligned to meet STAAR objectives.	2019-2020	Math Teachers	ESC 14 staff, staff development, technology, STAAR textbooks, lesson plans, student work, TEKS Res. Sys.	Vertical Team Planning, benchmark tests, passing rate on STAAR, student work, teacher input, lesson plans
2. Math teachers will receive and analyze data to promote student achievement	2019-2020	Math Teachers	General supply funds, software, technology funds	Student work, teacher input, benchmark results, lesson plans
3. Math teachers will integrate software and technology into their classrooms to enhance student performance	2019-2020	Math Teachers, Technology Director	Scheduling software	3 & 6 week grade reports, teacher and student input
4. Students will be given benchmark tests twice. Data will be input into DMAC to track student strengths & weaknesses.	November 2019 & January 2020	Counselor, Principal, Math Teachers	software	Frequent benchmarks, individual student progress, teacher and student input, progress tracking software
5. Students will be monitored throughout the year and will be placed in tutorials to	2019-2020	Math Teachers, Counselor, Principal	Software, texts, general supply budget, math lab time	Frequent benchmarks, individual student progress, teacher and student input, progress

improve weaknesses.				tracking software
6. Periodic review of math and science concepts using questions from STAAR released tests.	2019-2020	Math Teachers	Hardware, software, classroom assignments, math and internet sites, computer software	Benchmark results, lesson plans, teacher and student input
7. Campus teachers will be provided meeting times to meet and discuss campus improvement	2019-2020	Math Teachers, Principal	Region 14 ESC, software, technology equipment	Student success, teacher observation, student input
8. RTI pull out and interventions will be used under the three tiered model for improved performance	2019-2020	Math Teachers, Principal, RTI Coordinator	Supplemental materials, STAAR materials, Comp Ed, Supplemental and STAAR materials	Progress and reporting periods, AIMS-Web

### **Gorman High School**

GOAL: 2. Improve the learning and instructional programs at Gorman HS in reading and writing.

MEASURABLE PERFORMANCE OBJECTIVE: All reading/writing students will perform above the state mandated levels on STAAR.

SUMMATIVE EVALUATION: STAAR-TAPR report-SYSTEM SAFEGUARDS

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/Allocations	Formative Evaluation
<p>9. STAAR data will be disaggregated at the campus level to target student populations requiring additional preparations—            a. Migrant, b. ESL, c. Hispanic, d. Anglo, e. Economically Disadvantaged, f. GT, g. Male, h. Female            i. buy STAAR curriculum</p>	2019-2020	Principal, Counselor, all teachers	STAAR Data, Campus Meetings, Review student scores, Focus on low performance areas	STAAR Data, Campus Plan
<p>10. Low-performing students will be quickly and thoroughly identified and assessed, using the RTI process and the 3 tiered model</p>	2019-2020	Principal, All Teachers	Practice Materials, Special Education, Remedial Classes, Accelerated Reading, Tutorials, STAAR Tests, COMP Ed Textbooks, Region 14 ESC, STAAR Materials	Master Schedule
<p>11. Curriculum will be vertically aligned in grades 6-12 to meet all TEKS objectives.</p>	2019-2020	Principal, All Teachers, RTI coordinator	STAAR Assessments	Lesson Plans and STAAR, Teacher Input
<p>12. Students will be given benchmark tests and data will be input into DMAC to track student strengths and weaknesses</p>	2019-2020	Counselor, English Teachers	Region 14 ESC, Internet Research, STAAR Materials	Teacher Input, Student Performance, Tests



13. Continue to develop honors courses at 8-12 grades in all STAAR courses (SS, Math, ELA, Science)	2019-2020	Region 14 ESC, Internet Research, STAAR Materials	Schedules, Materials (cost approximately \$250.00)	Schedule
14. Develop a comprehensive writing process for new STAAR requirements and rigor	2019-2020	Staff, Counselor, Principal	Schedule, Materials	Writing Samples Staff Input,
15. Use Tutorial period during school for improved performance	2019-2020	Principal, English Teachers(Department head)	Scheduling	Three week and six week progress reports
16. Use RTI to track, monitor and use interventions to help improve math and reading	2019-2020	Principal, RTI coordinator	Special Ed., Comp Ed.,	AIMS-Web, Progress monitoring

### **Gorman High School**

**GOAL: 3** Improve the learning environment and instructional programs at Gorman HS in science.

**MEASURABLE PERFORMANCE OBJECTIVE:** All students will perform above state mandated levels on science STAAR.

**SUMMATIVE EVALUATION:** STAAR-FINAL GRADES-TAPR-SYSTEM SAFEGUARDS

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/Allocation	Formative Evaluation
17. Curriculum alignment for grades 8-12-which includes specific grade level curriculum	2019-2020	Science Teachers, Principal	Region 14 staff	Lesson Plans, Teacher Input
18. Practice STAAR materials should be given and evaluated to benchmark progress	2019-2020	Teachers, Principal	Budget Allocations \$100-250, Comp Ed, REAP	Student Success, Report Cards, Observation, Teacher Input
19. Provide workshop training for science department regarding TEKS, STAAR testing	2019-2020	Teachers, Principal	Region 14 ESC	Teacher Observation, Teacher Input, 3 & 6 week grade reports
20. Purchase course specific STAAR remediation materials to improve student performance on STAAR	2019-2020	Science Teachers, Principal	Science Department Budget	STAAR Results, Teacher Input, Classroom Observations
21. Monitor student progress of TEKS using benchmarks and DMAC software.	2019-2020	Science Teachers	WEB-CatScience Department Budget	Benchmark Testing, Teacher Input, Student Input, Software, Progress Reports
22. Evaluate and maintain a complete inventory of all lab materials and chemicals	2019-2020	Science department Head	Science budget	List of materials-catalog of inventory

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## **Gorman High School**

GOAL: 4 Improve the learning environment and instructional programs at Gorman HS in social studies.

MEASURABLE PERFORMANCE OBJECTIVE: Students will perform at or above the state mandated levels on social studies STAAR.

SUMMATIVE EVALUATION: STAAR/SDAA Results, TAPR Reports, SYSTEM SAFEGUARDS

Implementation	Timeline	Staff Responsible	Resources/Allocation	Formative Evaluation
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Strategies and Activities				
23. Curriculum alignment for grades 8-12.	2019-2020	Teachers, Principal	Region 14 ESC, Textbooks,	Teacher Input, Lesson Plans
24. Review of TEKS concepts, daily objectives, and additional needs to improve progress in history	2019-2020	Teachers, Principal	Shared conference times	Lesson Plans, Teacher Input, Teacher Observation
26. Provide workshop training for the history department regarding TEKS, EOC	2019-2020	Teachers, Principal	Staff Development funds, Title IIa	Teacher Observation, Certification, Evaluation Program
27. Practice STAAR/EOC materials and benchmark tests should be given to evaluate progress	2019-2020	Teacher, Principal	Department Funds/ Testing Allocation	Student Performance, Lesson Plans

### **Gorman High School**

GOAL: 5 All career and technology students will have the opportunity to take courses that will provide a variety of career choices.

MEASURABLE PERFORMANCE OBJECTIVE: Students are placed in career related jobs and/or gain certification for their career choice

SUMMATIVE EVALUATION: Graduation rates-Dropout rates-Job placement rates

Implementation	Timeline	Staff Responsible	Resources/Allocation	Formative Evaluation
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Strategies and Activities				
28. The campus will allocate grant money to provide materials and equipment for these course offerings	2019-2020	Vocational Staff, Counselor, Principal	Tech Prep Coordination, Grant Money Awarded	Teacher Input, Observation, Grant Awards Documentation, Student Success
29. Purchase software to be used to accelerate instruction	2019-2020	Technology Director, Tech & Teachers, Principal, Counselor,	Technology, Funds/ Budget Allocation approximately \$1000 ea	Teacher Input, Student Assignments/projects, 3 & 6 weeks grade reports
30. Add career specific courses to curriculum	2019-2020	Teachers, Principal	Technology funds/ Budget Allocation	Schedules/Class Rosters
31. Add hands-on Voc. Tech classes and dual credit opportunities	2019-2020	Technology Teacher, Counselor, Principal	Technology funds/ Budget Allocation	Schedules/Class Rosters
32. Develop and distribute vocational needs survey to students	2019-2020	Counselor, Principal	E-rate, Technology/Budget Allocation \$500-700 each paper copies	Results of survey, Student Input
33. Communicate with parents and community Vo- Tech opportunities	2019-2020	Counselor, Teachers	Local budget	Student/ community results
34. Add more student certification opportunities, in FCS, Computer, and AG	2019-2020	Tech Teacher, Vocational Teacher, Counselor	Technology and Vocational funds, Grant Money	Teacher Input, Student success, Student input
35. The campus will provide materials and equipment for these course offerings	2019-2020	Tech Teacher, Vocational Teacher	Local Budget	Teacher Input, Observation, Student Success

36. The campus will allocate federal \$\$ to provide materials and equipment for course offerings	2019-2020	Counselor, Principal	Federal money	Teacher input, Observation, Student success
37. The district will provide and maintain the necessary equipment, supplies, and research-based materials & programs to equip teachers and students in vocational programs.	2019-2020	Counselor, Principal, Vocational Teacher	Local Budget	Teacher input, Observation, Student success
38. The district will provide opportunities in CTE classes and travel to contests.	2019-2020	Principal, Vocational Teacher	Local Budget	Student/ community results

### **Gorman High School**

**GOAL:** 6 At-Risk students of Gorman HS will be identified, monitored, and assessed regularly to increase their chances of success.

**MEASURABLE PERFORMANCE OBJECTIVE:** 3 & 6 weeks reports, measurable performance on testing, evaluation of diagnostic tools, TELPAS testing, benchmark testing

**SUMMATIVE EVALUATION:** STAAR results, dropout rates, graduation rates

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/ Allocation	Formative Evaluation
35. Provide effective curriculum for ESL students	2019-2020	ESL Coordinator, Principal	ESL Budget	Progress Reports, Writing Samples, Report

to enhance their transition to English				Cards
36. Staff development for teachers to integrate ESL strategies across the curriculum	2019-2020	Principal, ESL Teacher, Additional Staff	Region 14 ESC Title IIA, Comp Ed	Teacher Input, Report Cards, Student Progress
37. Use benchmark testing and DMAC to track student progress.	2019-2020	All Teachers, Principal	Textbooks, ESL Materials, Comp ed	Student Work, Lesson Plans, Student Performance, Progress Reports, Parent/Student Input, Teacher Input
38. Continue PALS and student leadership programs including character education	2019-2020	Counselor, Principal	Student activity fund for PALS	Staff Input, Student Participation
39. Implement RTI using the three tiered approach for intervention	2019-2020	Teachers, Principal, RTI coordinator	Scheduling Software Materials	Progress Reports, 3 & 6 week reports, Teacher Input, AIMS Web
40. Continue individual graduation plans to promote continuing education	2019-2020	Counselor	Local budget	Individual graduation plans kept on file
41. Dyslexia students will continue to be assessed and monitored through our campus dyslexia program	2019-2020	Counselor, Dyslexia Coordinator	Diagnostic materials, Staff development, Materials	Personal Graduation Plans
42. Discuss and plan a peer resolution/peer mediation program for next year.	2019-2020	Counselor, Principal, Teachers	Program Guidelines, Staff Development	Student Performance, Evaluation, Documentation
43. Continue to monitor §504 students and provide				Student Survey, Teacher

counseling and services to ensure success	2019-2020	Teachers, Counselor	§504 Funds, Region 14 ESC	Input, Parent Survey
44. Use Odysseyware to recover credits of those students that have failed and fallen behind.	2019-2020	Principal, Counselor, Teachers	Report cards, software Early Start	Teacher Observations, Progress Reports
45. Use zero hour tutorials for remediation efforts	2019-2020	Principal, Counselor, Teachers	Report cards	Student Performance, Progress Reports Teacher Input, Application of Information providing in training (class observation)

### **Gorman High School**

GOAL: 7 - All eligible special education students will be mainstreamed into the regular classroom

MEASURABLE PERFORMANCE OBJECTIVE: Students are correctly evaluated and placed following ARD conference

SUMMATIVE EVALUATION: Reports-IEP's-Behavior Management

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/Allocation	Formative Evaluation
46. SpEd ARD meetings will have academic, educational, and psychological information that is	2019-2020	Diagnostician, Special Education Coordinator, Teachers, Principal	Alternative Assessments, Reports, Schedule, East-End Co-op	Assignments, Schedule



necessary to target individual needs of each student in planning an appropriate educational program through inclusion and modifications in regular classroom subject areas, Individual IEP				
47. Teacher modification records will be checked routinely to ensure program success	2019-2020	Special Education Coordinator, Principal, All Teachers	Modification Folders	Compliance Reports, Student Success
48. Special Education coordinator will make regular classroom visits as part of her daily schedule	2019-2020	Special Education Coordinator, Principal	Schedule	Observation Notes, Teacher Input
49. Provide training for faculty on specific learning modalities for mainstreamed students	2019-2020	Principal, Special Education Coordinator	Ongoing budget allocation approximately \$300	Student and Staff Input, Weekly Journal of Activities, Special Education Coordinator Evaluations, (informal)

## **Gorman High School**

GOAL: 8 - Parent and Community involvement will be a vital component in the daily operation of the school.

MEASURABLE

PERFORMANCE OBJECTIVE: The number of opportunities for parents and community members to get involved will increase

SUMMATIVE EVALUATION: SBDM Survey

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/Allocation	Formative Evaluation
50. Parent communication will keep parents informed using the school website and Facebook pages.	2019-2020	Principal	Use of time and space to hold meetings, Remind 101 technology	Parent Attendance, Parent Feedback

51. All organizations will be required to publish event schedules and results in Gorman Progress	2019-2020	All Staff Members	E-Mail, Faxes	Published Articles
52. Site-based committee will reflect business and community involvement	2019-2020	SBDM Chairperson	Regular Meetings	SBDM Roster
53. Keep parents informed with regards to tardies and absences with the mailing of attendance letters	2019-2020	Principal, Secretary	Paper, Envelopes, Stamps	Copies of letters mailed home
54. Provide phone calls for the purpose of disciplinary correspondence	2019-2020	Principal, Secretary	Telephone	Disciplinary Records
55. Include regular mailings with report cards.	2019-2020	Secretary	Envelopes, Stamps	Parent Feedback, Teacher Input

## Gorman High School

GOAL: 9 - Gorman HS will promote campus safety, a drug free environment, and strong character values

MEASURABLE

PERFORMANCE OBJECTIVE: Decrease in discipline referrals, decrease in the number of students who are referred to the authorities, decrease in incidents of violence

SUMMATIVE EVALUATION: PEIMS reports, Student Input, Teacher Input

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/Allocation	Formative Evaluation
56. Provide counseling services, including individual, self-help, and career guidance	2019-2020	Principal, Counselor, Nurse	Materials	Student Enrollment
57. Practice Crisis Plan a) Building Evacuation	2019-2020	Principal, Counselor, All Staff Members	Materials	School Records, Documented Crisis Plan

b) Shelter for Weather c) Lockdown Situation				
58. Assist in obtaining services from government agencies	2019-2020	Counselor	Outside sources-agencies	Student Involvement, Counselor's Reports
59. Provide motivational speakers who address sensitive issues and career choices	2019-2020	Counselor, Principal	Administrative budget allocation	Observation, Staff Input, Student Input
60. Provide abstinence based sex-ed curriculum	2019-2020	Counselor, Principal, All Staff	Choices Clinic, Serenity House	Parent/Student Input, Observation, Reduction in Student Pregnancies
61. Schedule regular fire drills to facilitate efficient student evacuation during an emergency	2019-2020	Counselor, Principal, All Staff	Gorman Fire Department	Timed Results of each drill
62. Schedule red-ribbon week activities	2019-2020	Principal, Counselor	Funds allocated for drug awareness	Student involvement, Teacher Input
63. Use regularly scheduled visits by the drug dog to deter drug use by students	2019-2020	Principal	Budget Allocation \$2000	Reports, Number of instances on campus
64. Educate students about theft prevention	2019-2020	Principal, All teachers	Materials	Teacher Input, Student Input
65. Anti-bullying and violence activities for students	2019-2020	Principal	\$300-500	Community Input,

66. Increased student involvement in Extracurricular activities, UIL events, and other school sponsored trips.	2019-2020	Principal, counselor	Government agencies, Region 14	Student Input
67. Background Check everyone who interacts with students through school sponsored activities.	2019-2020	Extracurricular sponsors	Materials	Student input
68. Teachers and administrators will be provided professional development and updated professional and school related issues.	2019-2020	Administration	Local funds	Student surveys
69. Will maintain and promote a 100% graduation rate	2019-2020	Administration	Local funds, Title IIA	Administration
70. Students will be offered Dual Credit Classes	2019-2020	Administration	Local	Administration
71. Purchase safety and medical equipment and supplies	2019-2020	Counselor, Principal, School Nurse	High School Allotment	Student Enrollment; Student Health
72. Continually Promote	2019-2020	Administration,	Local	

Graduation and Post-secondary enrollment		Counselor		Graduation Rate
73. Continually promote teacher training and professional development	2019-2020	All Faculty	Service Center, professional service providers	Administration
74. Administrators will travel to Athletic events for the safety of our students	2019-2020	Administration	Budget allocation Activity Funds	Administration
75. Ensure that administrator stays abreast of current updates and mandates by attending trainings and through membership in professional organizations.	2019-2020	Administration	Service center, professional services	Administration
76. Purchase items for School classes (including senior shirts and Prom materials)	2019-2020	Administration	Budget Allocation	