

**Huntington Independent School District**  
**Huntington High School**  
**2018-2019 Campus Improvement Plan**



# Mission Statement

The mission of Huntington High School is to instill a desire for excellence by preparing its students to become citizens who are able to make informed and intelligent choices among alternatives they will encounter during their lifetime. In collaboration with parents and community, Huntington High School will help students develop a desire for learning the skills to become contributing members of society.

## Vision

**“Achieving Tomorrow’s Excellence Today”**

### **Our Students:**

- Are fully prepared to meet the challenges of a technological and rapidly changing world
- Are responsible for their personal actions and care about the well being of others
- Are creative and effective problem solvers who make sound decisions
- Will choose to have an “I’ll try” attitude
- Have a goal driven work ethic
- Will be productive members of society
- Will develop intrinsic need for lifelong learning and self betterment
- Will value and accept diversity

### **In the Learning Environment:**

- There is a strong sense of pride and commitment among the staff, parents, and students that encourages everyone to succeed
- There is a partnership among parents, students and staff meeting the academic, emotional, physical, and social needs of our students
- There is modern technology and training that maximizes learning for all
- There is an evolving and innovative curriculum that meets the diverse needs of all students, and equips them to be positive and contributing members of society

## **The Supporting Environment in Our City/Community:**

- Fosters high expectations for success
- Recognizes the value of each student
- Has leaders who are positive role models
- Has education as our top priority
- Is a healthy, drug free, safe and secure environment in which we raise our children
- Takes great pride in and supports our youth
- Encourages post-secondary education
- Has high expectations for staff, students, and community

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

- The demographics of Huntington HHS are relatively stable.
- Enrollment is relatively stable.
- The ESL population in HHS is relatively stable
- Student mobility is a challenge as it affects learning.
- Families outside of Huntington ISD continue to seek to enroll their children in the District.
- Students who are economically disadvantaged and those who are at-risk are performing at a lower average than their peers.

### Student Demographics

			Male	Female		
			290	262		
<b>Hispanic</b>	<b>Native American</b>	<b>Asian</b>	<b>African-American</b>	<b>Islander</b>	<b>White</b>	
43	5	0	7	0	480	
<b>At-Risk</b>	<b>Economically Disadvantaged</b>					
288	242					

<b>CTE</b>	<b>G/T</b>	<b>Special Education</b>
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497	43	42
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<b>Migrant</b>	<b>LEP</b>	<b>Bilingual</b>
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0	1	0
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### **Demographics Strengths**

Strengths include:

- staff to student ratios promote student attention
- ability to easily transition in students from other Angelina County schools as these school use TEKS Resource System to align curriculum
- the county schools invested in the Neuhaus literacy program making transition easier

### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** Economically disadvantaged passing rates for EOCs were 10% or more lower than the overall passing rate in all EOC tested areas.

**Root Cause:** Economically disadvantaged students maintain gaps that non-economically disadvantaged students do not.

## Student Academic Achievement

### Student Academic Achievement Summary

HHS believes in offering a well-rounded education that encourages the development of problem solving skills, a positive attitude, self-confidence, adaptability, team building, and a strong work ethic.

HHS seeks to afford every student the opportunity to be college and/or career ready, through programs that prepare them for higher education, career/technical school, military service, or direct entry into the workforce upon graduation.

### Student Achievement Summary

	<b>Index 1</b>	<b>Index 2</b>	<b>Index 3</b>	<b>Index 4</b>
<b>High School</b>	77	28	43	79

### STAAR Scores

	<b>2016</b>	<b>2017</b>
<b>Eng I</b>	61%	63%
<b>Eng II</b>	57%	69%
<b>Bio</b>	86%	83%
<b>Alg 1</b>	78%	82%
<b>US Hist</b>	89%	93%

### Student Academic Achievement Strengths

**Sstrengths include:**

- HHS core teachers have access to a vertically aligned curriculum.
- HHS core teachers have access DMAC; thus having access to data regarding the status of their students.
- HHS guidance program focuses student attention toward post secondary options and readiness.
- HHS students will be exposed to 21st century learning skills through authentic learning experiences.

**Problem Statements Identifying Student Academic Achievement Needs**

**Problem Statement 1:** HHS Eng 1 and Eng 2 EOC scores remain in the 60%. **Root Cause:** Specific EOC testing strategies are not embedded all year throughout the curriculum.



## School Processes & Programs

### School Processes & Programs Summary

HHS uses a variety of strategies to recruit and retain high quality staff. Recruitment strategies include placement of interns and student teachers in the district, a teacher induction program for new teachers, access to up-to-date technology and hardware, and payment of certain fees for adding certifications to meet District needs.

HHS believes that student success is measured in a variety of ways. HHS student learning will be systematically measured and reported in multiple ways. Assessment will include traditional state required tests along with other oral and written processes and products. HISD will assure the effectiveness of our curriculum and instruction through curriculum based assessments. Academic planning will be based on relevant data, and instruction will be adjusted accordingly.

HHS has a vertically aligned curriculum and a variety of assessments. The challenge is to provide staff with time to study, understand and then implement the curriculum and assessment programs. All campuses strive to use strategies that research has identified as effective and that result in maximizing student learning. The rigor of instruction is aligned with state standards. Teaching strategies are monitored by instructional leaders who continually observe classrooms and provide constructive feedback.

### School Processes & Programs Strengths

- HHS provides professional development to keep staff up-to-date on ways to support student success in meeting readiness skills across all curricular aspects.
- HHS strives to hire fully certified and highly qualified teachers.
- HHS provides the TEKS Resource System which aligns curriculum with the state standards and across subject matter and grade level.
- HHS provides the DMAC resource which reports STAAR and EOC indicators including readiness and supporting standards for both state assessments and locally developed curriculum based assessments (CBAs).
- Assessment results are used to address individual student's instructional needs.
- Assessment results are used to modify instruction to increase effectiveness.
- Students in need of intervention are identified and served through campus RTI plans.
- All students are challenged through various settings, including but not limited to pull out classes, honors, and concurrent classes.

### Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** Classroom instruction and student products will reflect relevance and rigor aligning with the evaluate, apply, and create levels of

Bloom's Taxonomy.

## Perceptions

### Perceptions Summary

HHS is a campus focused on preparing students for their post-secondary goals through academics and 21st century soft skills. We understand our students come from different backgrounds and have unique strengths and needs. Decisions made at HHS are based on what is best for our students as a whole.

### Perceptions Strengths

HHS offers a wide variety of programs for students including but not limited to; multidisciplinary graduation endorsement, STEM graduation endorsement, Health Science graduation endorsement, Human Services graduation endorsement, Business and Industry graduation endorsement, military aptitude testing, academic college classes, CTE college classes, Early College High School and fine arts.

### Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** HHS must stay abreast of the ever changing demands of the current workforce. **Root Cause:** Demands in the workforce for employees to work jobs that are not even invented yet.

# Comprehensive Needs Assessment Data Documentation

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

# Goals

## Goal 1: Recruit, Support, and Retain Teachers and Principals

**Performance Objective 1:** All students will be taught by highly qualified teachers.

**Evaluation Data Source(s) 1:** Documentation will indicate staff attendance at professional development designed to improve teaching and learning.

SBEC records will indicate teachers' credentials.

District Equity Plan will indicate that 100% of teachers are highly qualified

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
1) HHS staff members will participate in high quality staff development	Principal	Teachers will put learned strategies into practice in their classrooms.				


**Goal 1:** Recruit, Support, and Retain Teachers and Principals

**Performance Objective 2:** Implement recruitment and retention strategies so that all teachers hired are highly qualified.

**Evaluation Data Source(s) 2:**

- Up-to-date salary schedule
- Documentation of job fair registration and attendance
- Documentation of teacher interns and student teachers' placement on HISD campuses
- Copies of job vacancy postings on various websites

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
1) Attend University job fairs to recruit highly qualified teacher candidates	Principal	Recruit, support, retain highly qualified teachers and principals.				
2) Collaborate with universities to place teacher interns and student teachers at HISD campuses.	Superintendent, Assistant Superintendent C&I, Principals	Recruit, support, retain highly qualified teachers and principals.				
3) Post teacher vacancies on multiple web sites including the HISD web page.	Principal	Recruit, support, retain highly qualified teachers and principals.				
						

**Goal 1:** Recruit, Support, and Retain Teachers and Principals

**Performance Objective 3:** 100% of teachers and administrators will participate in high quality research based staff development such as but not limited to TCEA, TASSP and CAMPT, based on district and student identified needs.

**Evaluation Data Source(s) 3:** Staff development reports will indicate that 100% of teachers and administrators attended high quality staff development provided by multiple sources and venues.

Staff registration records

Completion certificates will indicate participation in research based high quality staff development in face to face or distance learning settings.

Edivate documentation

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
1) HHS will send staff members to TCEA and require them to present to district staff at TechFest 2018.	HHS Principal, HISD Instructional Technology Staff	Large group of staff members learn information from TCEA through teachers training teachers				
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>2) Provide access to high quality staff development based on HISD needs to ensure students receive timely and appropriate instruction.</p>	Principal	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>3) Provide access to staff development on students' varied needs ie., discipline , code of conduct, classroom management, special services, 504, dyslexia, G/T</p>	Principal	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 7</p> <p>4) Provide video conference access</p>	Principal Instructional Technology Specialist	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 7</p> <p>5) Provide ongoing evidence/research based professional development</p>	Principal	Increase teacher quality Increased student achievement				

**Goal 1:** Recruit, Support, and Retain Teachers and Principals

**Performance Objective 4:** HHS staff will routinely use instructional methods that promote the development of problem solving skills, a positive attitude, self-confidence, adaptability, team building, and a strong work ethic.

**Evaluation Data Source(s) 4:**

T-TESS documentation

Walk-through data will indicate the use of methods that promote problem solving, positive attitude, self-confidence, adaptability, team building, and a strong work ethic.

DMAC will be used to document evaluation data







DMAC reports will indicate number of walk throughs conducted

Use DMAC to disaggregate walk through data to determine instructional strategies used and the effects of those strategies.

Edivate will provide training for T-TESS dimensions as needed.

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>1) Provide DMAC software for walk through data collection</p>	Principal	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>2) Report number of walk throughs conducted each month</p>	Principal	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>3) Disaggregate walk through data to determine instructional strategies used and the effects of those strategies</p>	Principal	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>4) Provide an orientation to the walk through process for all teachers new to HISD.</p>	Principal	Increase teacher quality Increased student achievement				

 = Accomplished  
  = Continue/Modify  
  = Considerable  
  = Some Progress  
  = No Progress  
  = Discontinue









**Goal 1:** Recruit, Support, and Retain Teachers and Principals

**Performance Objective 5:** All novice teachers will be mentored by experienced teachers and participate in the HISD new teacher induction program.

**Evaluation Data Source(s) 5:** List of novice teachers and mentors  
 Training documentation and records-including but not limited to the PACT system  
 Mentor's extra duty pay records

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<b>Critical Success Factors</b> CSF 7 1) Assign mentors for novice teachers	Principal	Increase teacher quality Increased student achievement				
<b>Critical Success Factors</b> CSF 7 2) Provide PACT training for mentors and novice teachers	Principal	Increase teacher quality Increased student achievement				
<b>Critical Success Factors</b> CSF 7 3) Provide mentors with extra duty pay for mentoring	Principal	Increase teacher quality				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 1:** Recruit, Support, and Retain Teachers and Principals

**Performance Objective 6:** Provide non highly qualified teachers and paraprofessionals with appropriate assistance to meet highly qualified requirements.

**Evaluation Data Source(s) 6:**







Payment records for expenses involving requirements to become highly qualified.

Access to Master Teacher for completing highly qualified requirements

Documentation provided by Master Teacher showing completion of requirements

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
1) Provide access to staff development to enable completing requirements to become highly qualified.	Principal	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 7</p> 2) Pay for certification tests and certification of teachers asked to obtain additional certifications	Principal	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 7</p> 3) Pay certification expenses including workshop fees and SBEC fees for paraprofessionals to become highly qualified	Principal	Increase teacher quality Increased student achievement				


 = Accomplished  
  = Continue/Modify  
  = Considerable  
  = Some Progress  
  = No Progress  
  = Discontinue

**Goal 1:** Recruit, Support, and Retain Teachers and Principals

**Performance Objective 7:** Monitor class size to ensure staff to student ratios allow for student engagement.

**Evaluation Data Source(s) 7:** Class enrollment records

**Summative Evaluation 7:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
1) Review class sizes throughout the school year	Principal Assistant Principal Counselor	Increase teacher quality Increased student achievement				
						

**Goal 1:** Recruit, Support, and Retain Teachers and Principals







**Performance Objective 8:** Provide a light lunch meal during all day workshops to allow more training time alleviating the need to travel to Lufkin.

**Evaluation Data Source(s) 8:** Staff registration records

Completion certificates

Purchase Orders

**Summative Evaluation 8:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<p><b>Critical Success Factors</b> CSF 6</p> <p>1) Light lunch provided as needed to allow for increased time during professional development sessions.</p>	Principal	<p>Increase teacher quality</p> <p>Increased student achievement</p>				
<p>  = Accomplished            = Continue/Modify            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>						

## Goal 2: Build a Foundation in Reading and Math

**Performance Objective 1:** 1. Explore alternative methods of technology based instruction

2. Utilize alternative methods of instruction that include distance learning, virtual course offerings, and web-based instruction to meet the needs of all students

3. Continue the implementation of technology related strategies and the use of technology such as but not limited to Apple, Microsoft, and chrome devices such as Asus, HP, and Lenovo in the classroom through the district provision of devices and/or bring your own device

### Evaluation Data Source(s) 1:

Lesson plans

Contract payments

E-Contract payments

Walk through documentation

T-TESS documentation

Provide up-to-date technology that promotes this century skills

Provide access to technology staff development that meets district and student needs.

Provide WIFI to the Pride/McMullen Library

Provide access to virtual courses, distance learning, and web-based learning

Ensure up-to-date fire wall providing a safe online environment while allowing access to educational websites and online instructional content.

Continue evaluation and survey conducted by Region 5

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
1) HHS will purchase Apple products to enhance individualized instruction and diagnostic academic tools	HHS staff, HHS Principal	Increase in standardized and local testing scores on a specific and individual student basis				
2) HHS will purchase calculators and batteries to provide students with access to materials needed for math.	HHS principal	Increase in standardized and local testing scores on a specific and individual student basis				
<p><b>Critical Success Factors</b> CSF 1 CSF 6 CSF 7</p> 3) Provide students and teachers with access to up-to date technology that promotes this century skills	Principal	Increase teacher quality Increased student achievement				

<p align="center"><b>Critical Success Factors</b> CSF 1</p> <p>4) Provide access to a variety of staff development options for learning, to use technology in ways that meet the needs of all students</p>	Principal	<p>Increase teacher quality Increased student achievement</p>				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>5) Provide access to educational websites while maintaining student safety</p>	Principal	<p>Students will be able to access online information while their safety is maintained</p>				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>6) Provide technology access that benefits students allowing for virtual courses, distance learning, and web based learning</p>	Principal	<p>Students are able to access curriculum and courses not offered at HISD</p>				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 2:** Build a Foundation in Reading and Math

**Performance Objective 2:** HISD student learning will be systematically measured through the use of traditional state required tests and through other methods including those that result in oral and written processes and products.

**Evaluation Data Source(s) 2:** Local CBAs

TEKS resource system - TEKScore and TAG

State Assessments

TSI, ACT, SAT assessment results

RTI documentation

Generate and apply DMAC data and reports







Disaggregate student data and document how instruction was modified to increase effectiveness

Lead4Ward reports, consultation, and guidance

Lead4Ward resources used to plan and develop specific criteria for CBAs

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>1) Evaluate the effectiveness of our curriculum and instruction through curriculum based assessments</p>	Principal	Increase in standardized test scores				
<p><b>Critical Success Factors</b> CSF 1</p> <p>2) Base academic planning on relevant assessment data including TSI/SAT/ACT, and graduation rates in order to adjust instruction accordingly</p>	Principal	Increase in standardized test scores				
<p><b>Critical Success Factors</b> CSF 1</p> <p>3) Develop plan that outlines the specific criteria of these multiple assessment measures</p>	Principal Counselor	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>4) Disaggregate student data and document how instruction was modified to increase effectiveness</p>	Principals	Increase teacher quality Increased student achievement				

<p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>5) Provide access to staff development on use of DMAC to create aligned curriculum based assessments and to disaggregate State and local data.</p>	Principal	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>6) Use DMAC software to analyze student performance.</p>	Principal	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>7) Implement intervention strategies such as RTI, small group instruction to assist individual students who need help meeting the challenging state academic standards</p>	Principal	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>8) Identify and implement instructional strategies to strengthen academic programs and improve school conditions for student learners.</p>	Principal	Increase teacher quality Increased student achievement				
<p>  = Accomplished          = Continue/Modify          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>						









**Goal 2:** Build a Foundation in Reading and Math

**Performance Objective 3:** Implement authentic learning experiences to increase the depth and rigor of classroom instruction and projects that facilitate learning and assess student achievement and competence.

**Evaluation Data Source(s) 3:**

- Lesson Plans
- Walk through documentation
- T-TESS documentation
- Staff development records
- East Texas Consortium participation records
- Disaggregate student data and document how instruction was modified to increase effectiveness

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<p><b>Critical Success Factors</b> CSF 7</p> <p>1) Participate in the meetings of the East Texas Consortium to learn how other districts are assessing students</p>	Principal	<p>Increase teacher quality</p> <p>Increased student achievement</p>				
<p>  = Accomplished            = Continue/Modify            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>						

**Goal 2:** Build a Foundation in Reading and Math

**Performance Objective 4:** Principals will conduct routine classroom observations with a focus on increased rigor and depth of instruction.  
Purchase software that supports all aspects of classroom evaluations

**Evaluation Data Source(s) 4:** Principal feedback documentation

Walk-through documentation

T-TESS documentation







T-TESS reports in DMAC

Review walk-through data to determine use of evidence based strategies and technology used by teachers and students

Reflect on walk-through data and consider campus achievements and need

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<b>Critical Success Factors</b> CSF 2 CSF 7 1) Purchase DMAC software for T-TESS	Principal	Increase teacher quality Increased student achievement				
<b>Critical Success Factors</b> CSF 1 CSF 7 2) Provide new teaching staff with an orientation to the T-TESS process.	Principal	Increase teacher quality Increased student achievement				
<b>Critical Success Factors</b> CSF 1 CSF 7 3) Review walk-through data to determine use of research based strategies used and of technology used by teachers and by students	Principal	Increase teacher quality Increased student achievement				

 = Accomplished  
  = Continue/Modify  
  = Considerable  
  = Some Progress  
  = No Progress  
  = Discontinue

**Goal 2:** Build a Foundation in Reading and Math

**Performance Objective 5:** TEKS Resource system will be used by all core course staff focusing attention to:

1. Scope and Sequence
2. Year at a Glance
3. Instructional Focus Document
4. Vertical Alignment Document

**Evaluation Data Source(s) 5:**

- Lesson Plans
- CBA assessment data
- Walk-through documentation
- T-TESS documentation
- TEKS resource system reports
- DMAC - TAG and TEKScore

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7 1) Provide access to TEKS Resource System	Principal	Increase teacher quality Increased student achievement				
<b>Critical Success Factors</b> CSF 1 CSF 7 2) Provide access to TEKS Resource System workshops	Principal	Increase teacher quality Increased student achievement				
<b>Critical Success Factors</b> CSF 1 CSF 7 3) Evaluate results of curriculum based assessments created with TEKS Resource System and DMAC	Principal	Increase teacher quality Increased student achievement				

**Goal 2:** Build a Foundation in Reading and Math

**Performance Objective 6:** Teacher will meet in vertical teams, including across grade levels and within content areas, for curriculum planning.

**Evaluation Data Source(s) 6:** Calendars reflecting meeting  
 Agendas  
 Meeting Notes

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<b>Critical Success Factors</b> CSF 1 CSF 7  1) Plan with principals for dates for vertical curriculum meetings	Principals Assistant Principal	Increase teacher quality Increased student achievement				
<b>Critical Success Factors</b> CSF 1 CSF 7  2) Provide support for implementation of HB 5 mandates	Principal	Increase teacher quality Increased student achievement				

**Goal 2:** Build a Foundation in Reading and Math


**Performance Objective 7:** All campuses will have a research based plan for writing across the curriculum that reflects the TEKS and the state writing rubrics

**Evaluation Data Source(s) 7:** Provide access to staff development and evidence based resources for teaching writing across the curriculum.

- Staff development records
- Walk-through documentation
- T-TESS documentation

**Summative Evaluation 7:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<b>Critical Success Factors</b> CSF 1  1) Provide access to resources for creating a research based plan for writing across the curriculum	Asst Principal	Increase teacher quality Increased student achievement				
<b>Critical Success Factors</b> CSF 1  2) Provide access to resources for staff development for the teaching of writing across the curriculum	Principal	Increase teacher quality Increased student achievement				



✔ = Accomplished  
 ➔ = Continue/Modify  
 ● = Considerable  
 ● = Some Progress  
 ● = No Progress  
 ✘ = Discontinue







**Goal 2:** Build a Foundation in Reading and Math

**Performance Objective 8:** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

**Evaluation Data Source(s) 8:**

- Staff development records
- LPAC minutes/reports
- TELPAS reports

**Summative Evaluation 8:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>1) Provide teachers of all ESL students with access to staff development for providing ELPS based instruction.</p>	Principal	<p>Increase teacher quality</p> <p>Increased student achievement</p>				
<p>  = Accomplished                        = Continue/Modify                        = Considerable                        = Some Progress                        = No Progress                        = Discontinue                 </p>						

**Goal 2:** Build a Foundation in Reading and Math

**Performance Objective 9:** Students will be provided with supplies needed to be successful.

**Evaluation Data Source(s) 9:** Purchase orders

**Summative Evaluation 9:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<b>Critical Success Factors</b> CSF 1 CSF 5 CSF 6  1) Provide students with basic supplies needed for success	Principal	Increase student achievement				

**Goal 2: Build a Foundation in Reading and Math**

**Performance Objective 10:** Teachers will be provided with classroom materials needed to promote student success.

**Evaluation Data Source(s) 10:** Purchase orders

**Summative Evaluation 10:**

**Goal 3: Connect High School to Career and College**

**Performance Objective 1:** HHS will offer an array of programs such as but not limited to job fairs, NEPRIS, career and job shadowing opportunities that prepare students for higher education, career/technical school, military service, or direct entry into the workforce upon graduation and provide students with guidance and career education that includes development of knowledge, skills, and competencies needed to graduate college and career ready.

**Evaluation Data Source(s) 1:**

- Master schedule of classes
- Longitudinal student achievement data
- Student graduation plans
- Annual report detailing course offerings and student post high school plans.
- Evidence of agreements with institutions of higher education

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
1) HHS CTE staff will use NEPRIS to explore careers unavailable to students in our rural communities	HHS CTE teachers, HHS Principal	Students will have virtual face-to-face communication with professionals and be able to make career decisions based on real conversations with professionals.				
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>2) Provide students with career education that includes development of knowledge, skills, and competencies needed for a broad range of career opportunities.</p>	Counselors	Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1</p> <p>3) Meet with counselors to review comprehensive guidance program requirements</p>	Asst Supt C&I	Increased student achievement				





= Accomplished



= Continue/Modify



= Considerable



= Some Progress



= No Progress



= Discontinue

**Goal 3:** Connect High School to Career and College

**Performance Objective 2:** Provide students with career education that includes development of knowledge, skills, and competencies needed for a broad range of career opportunities.

**Evaluation Data Source(s) 2:** Master schedule  
Counselor guidance documentation  
Lesson plans

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<b>Critical Success Factors</b> CSF 1 1) Provide varied opportunities for career development	Principals Counselors	Increased student achievement				

**Goal 3:** Connect High School to Career and College

**Performance Objective 3:** Provide students with a comprehensive guidance program that includes a focus on college and career readiness.

**Evaluation Data Source(s) 3:** Counselor documentation  
 Professional development documentation  
 DMAC - PGP documentation  
 Report of students' dual credit options  
 Report of students' dual credit completion  
 Provide a district testing coordinator to assist with all areas of testing.

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<b>Critical Success Factors</b> CSF 1 CSF 5 1) Provide counselors with staff development opportunities	Principal	Increased student achievement				
<b>Critical Success Factors</b> CSF 1 2) Provide counselors with guidance materials.	Principal	Safe environment conducive to learning resulting in student achievement Increased student achievement				
<b>Critical Success Factors</b> CSF 5 3) Provide students with information and lessons related to Safe and Drug Free Schools, Conflict Resolution, Bullying Prevention, Preventing Dating Violence, Suicide Prevention Legal Issues Related to Communication Devices and Sites (Facebook, texts, twitters...)	Principal Counselor	Increase teacher quality Increased student achievement				

**Goal 3:** Connect High School to Career and College

**Performance Objective 4:** HHS ensures every student meets high standards, attains proficiency, and graduates college or career ready.

**Evaluation Data Source(s) 4:** Data will reflect that at-risk, RTI, dyslexia, 504 and special education populations are provided with appropriate instruction and interventions to achieve their potential.







Provide access to DMAC PGP for counselors to complete personal graduation plans.

Purchase appropriate resources for accelerated learning.

RTI plans

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<p><b>Critical Success Factors</b> CSF 1</p> <p>1) Provide access to DMAC PGP for counselors of secondary students to complete personal graduation plans for students who failed a State assessment</p>	Principal	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1</p> <p>2) Budget funds for a variety of needs based age appropriate strategies to accelerate learning.</p>	Principal	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>3) Provide access to high quality staff development that is focused on implementation of strategies that promote acceleration of learning.</p>	Principal Counselor	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>4) Review RTI implementation progress</p>	Asst Principal	Increase teacher quality Increased student achievement				
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>5) Provide access to workshops that teach strategies that help with RTI .</p>	Asst Principal	Increase teacher quality Increased student achievement				

<p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 2 CSF 3 CSF 4 CSF 6</p> <p>6) Provide access to high quality staff development focusing on effective transitions from Middle School to High School and from High School to Post Secondary.</p>	<p>Principal Counselor</p>	<p>Increase teacher quality Increased student achievement</p>				
<p align="center">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>						

### Goal 4: Improving Low-Performing Schools

**Performance Objective 1:** Students who are not achieving their full potential, including those who are at-risk and economically disadvantaged, will be provided with timely and appropriate instruction and interventions to help them meet their potential.

**Evaluation Data Source(s) 1:**

- Local CBAs
- State assessments
- RTI documentation
- DMAC - personal graduation plan
- Staff development documentation
- Payment to tutors if needed

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<b>Critical Success Factors</b> CSF 1  1) Provide appropriate strategies to accelerate learning.	Principal Asst Principal	Increase teacher quality Increased student achievement				

**Goal 4: Improving Low-Performing Schools**

**Performance Objective 2:** Intervention strategies including but not limited to RTI, small group instruction will be provided to assist individual students who need help meeting the challenging state academic standards.

**Evaluation Data Source(s) 2:** RTI documentation

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 1) Provide access to professional development addressing intervention strategies	Principal	Increase student achievement Increase teacher quality				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 2) Provide access to supplemental curriculum to address intervention strategies.	Principal Asst Principal	Increase student achievement Increase teacher quality				

**Goal 4: Improving Low-Performing Schools**

**Performance Objective 3:** Identify and implement instructional and other strategies intended to strengthen academic programs and improve school conditions for student improvement.







**Evaluation Data Source(s) 3:** Local CBAs

State Assessments

RTI Documentation

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>1) Provide access to professional development addressing academic programs and improving school conditions.</p>	Principal	Increase student achievement Increase teacher quality				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>2) Provide access to supplemental curriculum addressing academic programs and improving school conditions.</p>	Principal	Increase student achievement Increase teacher quality				

 = Accomplished  
  = Continue/Modify  
  = Considerable  
  = Some Progress  
  = No Progress  
  = Discontinue









**Goal 4: Improving Low-Performing Schools**

**Performance Objective 4:** Support, coordinate, and integrate transition plans with early childhood education to elementary, Middle School to High School and High School to Post-Secondary programs.

**Evaluation Data Source(s) 4:** Campus meeting documentation  
Transition Software

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 1) Provide access to professional development addressing transition plans.	Principal	Increase student achievement Increase teacher quality				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 2) Provide access to resources addressing transition plans	Principal	Increase student achievement Increase teacher quality				

 = Accomplished  
  = Continue/Modify  
  = Considerable  
  = Some Progress  
  = No Progress  
  = Discontinue

## Goal 5: Parent Involvement

**Performance Objective 1:** HHS will implement a variety of strategies to provide for meaningful parent involvement.

**Evaluation Data Source(s) 1:** Social media communication

Website communication

Campus documentation

Sign-in Sheets

Calendar of Events conducted

Parent Compacts

Parent/School communication - notes, phone calls, meetings

Provide campuses with information needed for constructing/updating parent involvement policies

Provide campuses with information needed for constructing/updating school/parent/student compacts







Provide campuses with information needed for Title 1 meetings

Use Plan4Learning as a means of documenting and planning Parent Involvement

Use Title 1 Crate as a means of documenting compliance of Title 1 requirements

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
1) HHS will use Plan4Learning to coordinate and monitor parent involvement on the HHS campus.	HHS Principal	Meaningful parent involvement opportunities where parents and stakeholders impact their students education.				
2) HHS will use Title 1 Crate to coordinate and monitor parent involvement on the HHS campus.	HHS Principal	HHS will comply with all Title 1 requirements				
<b>Critical Success Factors</b> CSF 5 CSF 6 3) Enhance the HISD website	Principal Teachers	Increased parent involvement Increase communication with parents Increase student achievement				
<b>Critical Success Factors</b> CSF 5 CSF 6 4) Enhance the use of Facebook on the HISD website to allow for improved accessibility of information and ease of navigation	Principal	Increased parent involvement Increase communication with parents Increase student achievement				
<b>Critical Success Factors</b> CSF 5 CSF 6 5) Explore the use of other social media including Twitter	Principal	Increased parent involvement Increase communication with parents Increase student achievement				

<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>6) Provide teachers with access to and training for software and programs (i.e., website, Skyward) to communicate with parents.</p>	<p>Principal</p>	<p>Increased parent involvement Increase communication with parents Increase student achievement Increase teacher performance</p>				
<p>  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>						

## Goal 6: Safe, Drug Free Learning Environment

**Performance Objective 1:** Guidance programs that includes strategies to stop bullying.

Provide students with information and lessons related to safe and drug free schools, conflict resolution, preventing dating violence, suicide prevention, and legal issues related to communication devices and sites.

### Evaluation Data Source(s) 1:

Calendar of events







Counselor end of year reports will indicate implementation of a comprehensive guidance program that includes strategies to stop bullying.

Staff development for counselors and principals

Budget expenditures

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<p><b>Critical Success Factors</b> CSF 6</p> <p>1) provide students with information and lessons related to Safe and Drug Free Schools, Conflict Resolution, Bullying Prevention, Preventing Dating Violence, Suicide Prevention Legal Issues Related to Communication Devices and Si</p>	Principal Counselor	Safe environment conducive to learning resulting in student achievement				
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>2) Provide information on staff development including opportunities that focus on diversity and bullying</p>	Assistant Superintendent C&I	Safe environment conducive to learning resulting in student achievement				







 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 6: Safe, Drug Free Learning Environment**

**Performance Objective 2:** HHS students will maintain an attendance rate of 96% or higher.

**Evaluation Data Source(s) 2:** Attendance records  
Short term attendance incentives

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>1) Explore the possibility of short term attendance incentives</p>	Principal	Increase short term attendance rates				
<p>  = Accomplished                        = Continue/Modify                        = Considerable                        = Some Progress                        = No Progress                        = Discontinue                 </p>						

**Goal 6: Safe, Drug Free Learning Environment**

**Performance Objective 3:** Homeless and foster students will be identified and provided appropriate services.

**Evaluation Data Source(s) 3:** Student Residency Questionnaire  
 Documentation provided by parents, guardian, and/or student  
 Documentation provided by governmental and/or student advocacy agencies

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<b>Critical Success Factors</b> CSF 5 CSF 6 1) Identify students that may be homeless or in foster care	Assistant Superintendent C&I, Principals	Increased student achievement				
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6 2) Provide services as required when needed.	Assistant Superintendent C&I, Principals	Increased student achievement				
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6 3) Provide basic supplies as needed.	Assistant Superintendent C&I, Principals	Increased student achievement				

**Goal 6:** Safe, Drug Free Learning Environment

**Performance Objective 4:** Provide staff for ISS and DAEP

**Evaluation Data Source(s) 4:**

Staffing records will indicate appropriate staffing for DAEP and ISS

**Summative Evaluation 4:**







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<b>Critical Success Factors</b> CSF 6 1) Provide staff for ISS and DAEP	Superintendent	Safe environment conducive to learning resulting in student achievement				

**Goal 6: Safe, Drug Free Learning Environment**

**Performance Objective 5:** HISD and the 5 campuses will implement a coordinated school health plan and revise it as needed.

**Evaluation Data Source(s) 5:** SHAC meeting agendas

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<p><b>Critical Success Factors</b> CSF 6</p> <p>1) Provide information on sources for training for staff on how to increase awareness of issues regarding sexual abuse of children.</p>	Assistant Superintendent C&I	Safe environment conducive to learning resulting in student achievement				
<p>  = Accomplished                        = Continue/Modify                        = Considerable                        = Some Progress                        = No Progress                        = Discontinue                 </p>						



**Goal 6:** Safe, Drug Free Learning Environment

**Performance Objective 6:** All HISD campuses will have a core team that has up-to-date Texas Behavior Support Initiative (TBSI) training for promoting Positive Behavior Interventions and Supports (PBSI).

**Evaluation Data Source(s) 6:** Training records indicate participation in TBSI and PBIS

**Summative Evaluation 6:**







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<b>Critical Success Factors</b> CSF 6 1) Provide access to TBSI and PBIS training	Director of Special Services	Safe environment conducive to learning resulting in student achievement				
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6 2) Provide access to classroom management training	Principal	Safe environment conducive to learning resulting in student achievement				

**Goal 6:** Safe, Drug Free Learning Environment

**Performance Objective 7:** Increase staff awareness and recognition of issues of maltreatment and sexual abuse of children.

**Evaluation Data Source(s) 7:** Professional development documentation

**Summative Evaluation 7:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
<p><b>Critical Success Factors</b> CSF 6 CSF 7</p> <p>1) Provide training annually for new employees to ensure awareness and recognition as well as for prevention and options for affected students</p>	Principal	Safe environment conducive to learning resulting in student achievement				
<p>  = Accomplished            = Continue/Modify            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>						

**Goal 6:** Safe, Drug Free Learning Environment

**Performance Objective 8:** Internet Safety and Monitoring

**Evaluation Data Source(s) 8:** Real time website monitoring  
 Firewall Protection  
 Website access monitoring  
 Provide students with access to an internet safety course

**Summative Evaluation 8:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
1) Monitor student online activity to ensure engagement and online safety	HISD staff	Students will be held accountable for time spent on class work while using computers.				

**Goal 7: Narrow the gap between economically disadvantaged students and their peers.**

**Performance Objective 1:** Provide students with supplies necessary to be successful

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	May	July
1) Buy supplies for students.	Principal	All students will be provided with supplies so all students have equal opportunity				

## 2018-2019 Campus Site-Based Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Shane Stover	Principal
Administrator	Lauren Hooper	Asst. Principal
Business Representative	Joseph Johnson	Business Rep
Classroom Teacher	Kim Stewart	Sped
Classroom Teacher	Jennifer Mills	Theater Teacher
Classroom Teacher	Nancy Harris	CTE
Classroom Teacher	Adrian Neal	History
Classroom Teacher	Jackie Kopycinski	Science
Classroom Teacher	Dasha Dearing	ELA