

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

# Mission Statement

Hallettsville High School shall empower its students to be enlightened, responsible, and productive citizens; capable of using their talents and skills to accomplish goals and contribute significantly to society.

## Vision

Success of a democratic society depends on the responsibility, productivity, and contributions of its citizens. Hallettsville High School students will contribute to society at all levels--here in our own community, to their state and nation and humanity in a global sense.

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# Comprehensive Needs Assessment

## School Processes & Programs

### School Processes & Programs Summary

Students are provided the necessary information for a transition from Middle School to High School.

Students are provided the necessary information for a transition from High School to College, Technical School, Military or Job Training.

### School Processes & Programs Strengths

Transition from Junior High and Local Schools to High School

- Course Selection and Description of High School Courses
- Personal Graduation Plan is developed for each student
- FISH Camp for all incoming Freshman

Transition from High School to College/Technical School

- Senior Student participation in group counseling sessions to create goals after graduation
- Parent and Student Scholarship meetings in Cafeteria and classrooms
- FAFSA Workshop for parents and students
- Texas A&M recruiter presentation
- Apprenticeship Field Trip (electrical, Millwright, Merchant Marines)
- Houston Medical Center Field trip
- Military Recruiters
- UH-Victoria, Victoria College, Blinn College Recruiters
- College Fair-La Grange HS

- TSI testing at Hallettsville High School
- Basic Oilfield Safety Certification
- Welding Certification
- ASVAB Testing
- PSAT Testing
- ACT and SAT testing at Hallettsville High School
- Apply Texas For College Bound Students

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- Accountability Distinction Designations

## Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- SAT and/or ACT assessment data
- Student failure and/or retention rates

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Male / Female performance, progress, and participation data
- Special education population, including performance, discipline, progress, and participation data
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data
- Dyslexia Data

## Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data

- Attendance data
- Student surveys and/or other feedback
- Class size averages by grade and subject

#### **Employee Data**

- Staff surveys and/or other feedback
- State certified and high quality staff data
- Teacher/Student Ratio

#### **Parent/Community Data**

- Parent surveys and/or other feedback

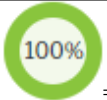



# Goals

**Goal 1: Goal 1; All student groups taking the English I EOC, English II EOC, Algebra EOC, Biology EOC and US History EOC will meet or exceed the state standards.**

**Performance Objective 1:** All students will exhibit progress on subject area benchmarks throughout the school year and EOC assessments to a degree that meets or exceeds state standards.

**Evaluation Data Source(s) 1:** Benchmark Results, STAAR results 2019

**Summative Evaluation 1:** Significant progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Professional Development STAAR Tutorial program Curriculum Software Programs Benchmark Results Grade reports of EOC courses	Administration Selected Teachers C & I Director	100% mastery of all students on EOC exams				
<p><b>Funding Sources:</b> State Comp Ed (PIC 24 or 30) - 1000.00</p>						
<p>  = Accomplished              = Continue/Modify              = No Progress              = Discontinue         </p>						



**Goal 1:** Goal 1; All student groups taking the English I EOC, English II EOC, Algebra EOC, Biology EOC and US History EOC will meet or exceed the state standards.

**Performance Objective 2:** Continue to enhance a positive high school experience> Communication with parents and students.

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

**Summative Evaluation 2:** Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Grade Checks	Counselor Administration	Increased Passing rate in EOC tested Courses				

# Goal 2: Student attendance for HHS will meet or exceed 98% standard for a yearly average attendance rate.

**Performance Objective 1:** The average attendance rate for the campus will meet or exceed 98% standard for the 2018-2019 school year.

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

**Summative Evaluation 1:** Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Student Rewards & Incentives Progress monitoring (bi-weekly) Communication	PEIMS Director Administration Teaching Faculty	Increase in attendance percentage compared two previous two years.				

**Goal 2:** Student attendance for HHS will meet or exceed 98% standard for a yearly average attendance rate.

**Performance Objective 2:** Student attendance will be carefully monitored and excessive absences addressed through early notification and interventions.

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

**Summative Evaluation 2:** Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Progress monitoring Communication Incentives Attendance Recovery Program	PEIMS Directors Counselor Administrations	Increase in student attendance and academic performance				
<b>Funding Sources:</b> State Comp Ed (PIC 24 or 30) - 1610.00						

**Goal 2:** Student attendance for HHS will meet or exceed 98% standard for a yearly average attendance rate.

**Performance Objective 3:** Student attendance for HHS will meet or exceed 98% standard for a yearly average attendance rate.

**Evaluation Data Source(s) 3:** Administration, Staff, PEIMS

**Summative Evaluation 3:** Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Business Partnerships (Rewards) Allocated Funds for At-Risk Students Identification and Mentoring for potential drop-outs	PEIMS Director Counselor Administration	Positive climate and culture Increased student attendance				

# Goal 3: HHS will expand technology through computer literacy, new innovative courses and technology integration among staff and students

**Performance Objective 1:** New Courses will be added to the student selection guide that pertain to innovative technology and preparation for college career readiness. Teachers will attend technology workshops and conventions in order to gain knowledge and experience that will impact instruction and be embedded the lesson design

**Evaluation Data Source(s) 1:** Master Schedule, Course Guide, class enrollments, registration for professional learning

**Summative Evaluation 1:** Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Staff Development Teacher Peer Coaching Tech Conference  Course Additions  Medical Terminology Principal of Health Sciences Principals of Education and Instructions Audio Visual Production Video Game Design Ag Marketing and Design	Administration Counselor Campus Tech Coordinator	College Prep & Readiness Project Based Learning				

 = Accomplished  
  = Continue/Modify  
  = No Progress  
  = Discontinue


# Goal 4: HHS will provide an emotional and physically safe learning environment.

**Performance Objective 1:** Classroom management and level of student engagement will improve markedly to where all teachers score Developing or above on those T-TESS areas.


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

**Summative Evaluation 1:** Met Performance Objective


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Staff Development T-TESS Partnership T-TESS Goal Setting	Administration	T-TESS scoring data				




= Accomplished



= Continue/Modify



= No Progress




= Discontinue

**Goal 4:** HHS will provide an emotional and physically safe learning environment.

**Performance Objective 2:** Discipline referrals will drop 10%, reflective of improved school-wide discipline

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

**Summative Evaluation 2:** Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Positive Relationships Increased engaged instruction Professional Development	Administration	Decrease in referrals and ISS placements				
						

**Goal 4:** HHS will provide an emotional and physically safe learning environment.

**Performance Objective 3:** Hallettsville High School will promote awareness of potentially detrimental situations, such as drugs and alcohol, in the faculty and staff through staff development

**Evaluation Data Source(s) 3:** Administration, Staff, Police Department

**Summative Evaluation 3:** Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Guest Speakers Professional Development Course curriculum Project Based Learning AVID program	Administration Counselor Nurse AVID Teacher Selected Teachers					

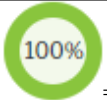





**Goal 4:** HHS will provide an emotional and physically safe learning environment.

**Performance Objective 4:** Hallettsville High School will reduce the incidences of bullying and bullying activity.

**Evaluation Data Source(s) 4:** Administration, Counselors, Staff

**Summative Evaluation 4:** Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Provide and emotionally safe, trusting culture  Counselor  Guest Speakers/Volunteers  Counseling	Counselor Administration	Positive Culture Decrease in bullying reports				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

**Goal 4:** HHS will provide an emotional and physically safe learning environment.

**Performance Objective 5:** Hallettsville High School will address Dating Violence through on-line training through safe schools for all staff and faculty. Guest speakers come in the Spring Semester to discuss with the students

**Evaluation Data Source(s) 5:** Administration, Counselors, Staff, Students

**Summative Evaluation 5:** Met Performance Objective

**Goal 4:** HHS will provide an emotional and physically safe learning environment.

**Performance Objective 6:** Hallettsville High School will promote awareness of the need for School Safety through ALICE Training.

**Evaluation Data Source(s) 6:** Administration, Staff, Police Department

**Summative Evaluation 6:** Met Performance Objective

**Goal 5: Parental and Community involvement will increase in order to promote partnerships, collaboration, clear communication, and enhanced achievement.**

**Performance Objective 1:** The faculty will develop and provide opportunities that ensure communication and involvement for parents, targeted parents, community members, and all stakeholders in student achievement

**Evaluation Data Source(s) 1:** Review of parent conference logs and campus activity sign in sheets

**Summative Evaluation 1:** Met Performance Objective

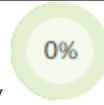
Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Business partnerships for guest speakers in the classroom  AVID program  Open Forum opportunities  Co-curricular Activities	Administration Faculty	Increase amount of parental and community partnerships				



= Accomplished



= Continue/Modify



= No Progress



= Discontinue

**Goal 5:** Parental and Community involvement will increase in order to promote partnerships, collaboration, clear communication, and enhanced achievement.

**Performance Objective 2:** Hallettsville High School will increase opportunities for parent involvement by 20% and attain even higher for under-represented groups.

**Evaluation Data Source(s) 2:** Administration, Counselors, Staff, Volunteers

**Summative Evaluation 2:** Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) AVID  Co-curricular Activities (Band, FFA, Athletics, FCCLA, OAP)	Administration Faculty AVID Teacher	Increase in participation and parental partnerships				

**Goal 5:** Parental and Community involvement will increase in order to promote partnerships, collaboration, clear communication, and enhanced achievement.

**Performance Objective 3:** Hallettsville High School will promote student academic achievement, social-emotional self worth, acceptable behaviors, and consistent attendance for students. At-risk of low performing or not graduating through curriculum and parental/community partnership.

**Evaluation Data Source(s) 3:** Administration, Counselor

**Summative Evaluation 3:** Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Credit Recovery- Edmentum  AVID  Guest Speaker in classroom & assemblies  Communication with parents	Administration Counselor AVID teacher	Student success  Observed student self-worth and commitment				


# Goal 6: Students will advance socially and academically through that increase self-confidence, organization and interpersonal skills

**Performance Objective 1:** Hallettsville High School will develop and continue programs and strategies that increase student performance in academics, self-confidence, discipline and communication

**Evaluation Data Source(s) 1:** AVID, FFA, FCCLA, Student Council. Co-curricular activities

- Increased teacher participation to AVID Summer Institute
- Increased student enrollment in AVID program
- Implementation of campus-wide effort of AVID strategies
- Increased enrollment in organizations and programs

**Summative Evaluation 1:** Met Performance Objective





Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) AVID	Administration Counselor Coaches AVID Teacher Sponsors	Positive campus climate				
Credit Recovery		Improved student success and behavior patterns				
Course offerings		Increased involvement in organizations, sports, UIL, Academics, AVID, Fine Arts programs				
Co-curricular Activities		<b>Funding Sources:</b> State Comp Ed (PIC 24 or 30) - 29500.00				
						

# Goal 7: Enrollment in CTE coursed, college dual credit courses, and advanced placement courses in order to provide the skills needed for career and college readiness.

Performance Objective 1: Hallettsville will increase CTE enrollment

Evaluation Data Source(s) 1: Counselors, CTE, Administration, Principal

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Creation of new CTE courses  Medical Terminology Principal of Health Sciences Principals of Education and Instructions Audio Visual Production Video Game Design Ag Marketing and Design	Counselor Administration Selected Faculty	Increase enrollment by 30%				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

**Goal 7:** Enrollment in CTE coursed, college dual credit courses, and advanced placement courses in order to provide the skills needed for career and college readiness.

**Performance Objective 2:** Hallettsville High School will increase college dual course and/or AP Enrollment

**Evaluation Data Source(s) 2:** Principal, Department Heads, Counselors

**Summative Evaluation 2:** Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Partnership with University of Texas Permian Basin	Counselor Administration	Double the amount of enrollment				



## **Goal 8: Continual Improvement of Campus Climate and Positive Progressive Culture**

**Performance Objective 1:** Hallettsville High School will address the Campus Climate and Culture through a Campus Communication and Leadership Team.

**Evaluation Data Source(s) 1:** Administration, Staff

**Summative Evaluation 1:** Met Performance Objective

**Goal 8:** Continual Improvement of Campus Climate and Positive Progressive Culture

**Performance Objective 2:** Hallettsville High School will address student achievements with the use of Televised announcements.

**Evaluation Data Source(s) 2:** Administration, Staff

**Summative Evaluation 2:** Met Performance Objective

# State Compensatory

## Budget for Hallettsville High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
199 11 6118 02 001 X 24 0 50	6118 Extra Duty Stipend - Locally Defined	\$1,000.00
199 11 6118 AB 001 X 24	6118 Extra Duty Stipend - Locally Defined	\$1,500.00
199 11 6119 00 001 X 24	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$16,315.00
199 11 6119 EE 001 X 24	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$300.00
199 11 6129 00 001 X 24	6129 Salaries or Wages for Support Personnel	\$20,732.00
199 11 6141 XX 001 X 24	6141 Social Security/Medicare	\$557.00
199 11 6142 00 001 X 24	6142 Group Health and Life Insurance	\$4,868.00
199 11 6143 XX 001 X 24	6143 Workers' Compensation	\$32.00
199 11 6144 XX 001 X 24	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$2,993.00
199 11 6146 XX 001 X 24	6146 Teacher Retirement/TRS Care	\$988.00
<b>6100 Subtotal:</b>		<b>\$49,285.00</b>
<b>6200 Professional and Contracted Services</b>		
199 11 6219 02 001 X 24	6219 Professional Services	\$500.00
<b>6200 Subtotal:</b>		<b>\$500.00</b>
<b>6300 Supplies and Services</b>		
199 11 6399 00 001 X 24	6399 General Supplies	\$500.00
199 11 6399 02 001 X 24	6399 General Supplies	\$500.00
199 11 6399 49 001 X 24	6399 General Supplies	\$500.00
199 11 6399 EJ 001 X 24	6399 General Supplies	\$10,500.00

	<b>6300 Subtotal:</b> <b>\$12,000.00</b>
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**Personnel for Hallettsville High School:**

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
C Cook	Teacher	Credit Recovery	.14
J Lamson	Teacher	Credit Recovery	.07
J Todd	Instructional Aide	Math Intervention	1
M Fletcher	Teacher	Credit Recovery	.07
T Smolik	Teacher	Credit Recovery	.07

## 2018-2019 Campus Site-Based Commitee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Darrin Bickham	Principal
Administrator	Scott Cottenoir	Assistant Principal
Non-classroom Professional	Dena Strauss	Counselor
District-level Professional	Mandy Bucek	Curriculum-Instruction Director
Classroom Teacher	Theresa Brewer	Math/Elective Teacher
Classroom Teacher	Eric Appelt	Special Ed Teacher
Classroom Teacher	Mason Briscoe	World Geography/PE Teacher
Parent	Brandi Thigpen	Parent/Volunteer
Community Representative	Michael Hudson	Community Rep
Community Representative	Jeffery Matula	Community Rep
Business Representative	Lori Wagner	Business Rep
Business Representative	Christie Mertz	Business Rep

# Campus Funding Summary

<b>State Comp Ed (PIC 24 or 30)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	1			\$1,000.00
2	2	1			\$1,610.00
6	1	1			\$29,500.00
<b>Sub-Total</b>					\$32,110.00
<b>Grand Total</b>					\$32,110.00