



**Highland Park ISD
District Improvement Plan
2019-2020**

Acknowledgements

Comprehensive Needs Assessment Description

The District Leadership Council met in August 2019 to review data from MAP assessments (% meeting growth target, school conditional growth percentile, mean RIT in Fall and Spring, mean percentiles in Fall and Spring, and predictors for ACT and STAAR success); STAAR assessments (EOC and grades 3-8 including subpopulations); ACT data (mean, participation, percent meeting college readiness benchmarks); SAT data (mean, participation, percent meeting college readiness benchmarks); PSAT 8 and PSAT/NMSQT 10/11 data (mean, participation, percent meeting college readiness benchmarks); Advanced Placement data (mean, participation, and AP equity percentage); National Student Clearinghouse Data (students entering college within one and two years of graduation); Graduation Rate; and Gallup Poll Data.

District Leadership Council Information

Roster				
Name	Position		Name	Position
Lindsay Ard	Armstrong Teacher		Zac Porter	Business Representative
Vanessa Ayoub	Armstrong Parent		Rachel Pullen	HPHS Teacher
Claire Baker	MIS Parent		Seth Pyle	HPHS Junior
Caroline Bassett	HPHS Sophomore		Asiya Roland	MIS Teacher
Beth Birdwell	Bradfield Parent		Alisa Sell	HPHS Parent
Cynthia Brogdon	Community Member		Benjamin Smith	HPHS Senior
Stewart Brown	HPHS Teacher		Elizabeth Speicher	HPMS Parent
Brittany Cristofoli	Hyer Teacher		Stacey Stoller	Hyer Parent
Dr. Ken Fox	HPHS Assistant Principal		Candace Thompson	MIS Teacher
Katrina Hallman	MIS Teacher		Mary Turner	Armstrong Sped Campus
Hunter Hegi	HPHS Freshman		Stacy Wang	HPHS Senior
Stacy Kelly	HPISD Board Member		Bryan Ward	Business Representative
Patty Knight	Bradfield Teacher		Brenda West	Executive Director of Personnel
Shirley Kochman	Community Member		Lisa Wilson	Assistant Superintendent
Vance Miller	UP Parent		Laura Whitehouse	HPMS Teacher
Dr. Skip Moran	MIS Principal		Lydia Walden	Director of Academic and Support Services
Susanna Plemons	HPHS Teacher			

Dates of Meetings	
29-Aug-19	13-Feb-20
7-Nov-19	16-Apr-20

District Improvement Plan

Highland Park ISD

District Mission:

Highland Park ISD, grounded in tradition and with an unyielding commitment to excellence, academics, integrity, citizenship, and service, empowers each and every student to achieve post-secondary success.

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District Vision:

Unrivaled post-secondary success for each and every student

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Strategic Objective:

We will continuously improve our system of learning to empower all students to grow as engaged learners and responsible citizens.

District Goal/Objective #1: *By the end of the 2019-2020 school year, HPISD students will increase their performance in Masters Grade Level on the STAAR exams in all subject areas.*

Data Targets:

- 1 Percentage of Masters Grade Level on STAAR grades 3-8 will increase from 51% in 2018-2019 to 54% in 2019-2020.
- 2 Percentage of Masters Grade Level on STAAR EOC exams will increase from 59% in 2018-2019 to 60% in 2019-2020.

District Goal/Objective #2: *By the end of the 2020-2021, HPISD will improve its performance toward college readiness benchmarks.*

Data Targets:

- 1 Percentage of students meeting all four college readiness benchmarks on the ACT will increase from 72% in 2017-2018 to 76% in 2020-2021.
- 2 Percentage of students meeting both college readiness benchmarks on the PSAT 8 will increase from 81% in 2017-2018 to 90% in 2020-2021.

District Goal/Objective #3: *By the end of the 2021-2022 school year, HPISD will increase the percentage of students completing Algebra I by the end of 8th grade.*

Data Targets:

- 1 Percentage of students completing Algebra by the end of 8th grade will increase from 43% in 2017 to 56% in 2022.

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Strategic Objective:

We will partner with families and community to ensure the physical, emotional, and social well-being of each and every student.

District Goal/Objective #4: *By the end of the 2020-2021 school year, student engagement in learning will increase.*

Data Targets:

- 1 District percentage of students indicating engagement on the Gallup Poll will increase from 53% in 2018-2019 to 58% in 2020-2021.
- 2 Each year, each grade level will show positive gains in engagement on the Gallup Poll.

District Improvement Plan Goal #1 Action Sheet

Highland Park ISD

Strategic Objective:

We will continuously improve our system of learning to empower all students to grow as engaged learners and responsible citizens.

Campus Goal/Objective #1: *By the end of the 2019-2020 school year, HPISD students will increase their performance in Masters Grade Level on the STAAR exams in all subject areas.*

Data Targets:

- ¹ *Percentage of Masters Grade Level on STAAR grades 3-8 will increase from 51% in 2018-2019 to 54% in 2019-2020.*
- ² *Percentage of Masters Grade Level on STAAR EOC exams will increase from 59% in 2018-2019 to 60% in 2019-2020.*

ACTION PLAN

STRATEGIES AND ACTIVITIES	STAFF RESPONSIBLE	RESOURCES NEEDED	TIMELINES	FORMATIVE AND SUMMATIVE EVALUATION MEASURES
Use MAP data to monitor growth toward increased performance (educate staff, students and parents)	Director of Assessment Campus Admin Teachers	MAP Data PLC Time	Three times a year (after administration)	Principal meetings with teachers Evaluation by teacher of instructional interventions & student growth
Provide continued education on STAAR for staff to understand performance levels and accountability growth	Director of Assessment Campus Admin Teachers	State Updates STAAR National & School Data	Spring	Staff knowledge of STAAR performance levels and current performance of campus
Provide updates for counselors and administrators on the accountability system.	Director of Assessment Campus Admin	State Updates	Spring	Staff knowledge of state accountability system

ACTION PLAN

STRATEGIES AND ACTIVITIES	STAFF RESPONSIBLE	RESOURCES NEEDED	TIMELINES	FORMATIVE AND SUMMATIVE EVALUATION MEASURES
Provide education on analyzing the data that is available and applicable to the various content and grade level teachers (not limited to STAAR data)	Director of Assessment Campus Admin Teachers	Various data sets and sessions designed to help teachers understand the data they can use to help inform their instruction.	February PL Conference	Staff knowledge of data analysis and use of data to inform instruction
Educate students on how to understand their performance data	Instructional coaches, teachers	MAP data and other data to share with students to help them set improvement goals.	Ongoing	Student knowledge of their own performance data
Have administrators and teachers look at often-missed questions/concepts	Administrators, Instructional Coaches, Teams of teachers	Score reports with often-missed questions/concepts	Ongoing as available	Administrators and teachers use of information to enhance instruction
Evaluate curriculum needs based on data	Ed Services Content Coordinators	Test data and curriculum documents	By end of year	Revision of curriculum/scope and sequence as needed.
Educate students and families on accountability system & how to access MAP data	District and campus administration	Materials to send to families	By end of year	Parent knowledge of accountability system and MAP data reports

ACTION PLAN

STRATEGIES AND ACTIVITIES	STAFF RESPONSIBLE	RESOURCES NEEDED	TIMELINES	FORMATIVE AND SUMMATIVE EVALUATION MEASURES
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District Improvement Plan Goal #2 Action Sheet

Highland Park ISD

Strategic Objective:

We will continuously improve our system of learning to empower all students to grow as engaged learners and responsible citizens.

Campus Goal/Objective #2: *By the end of the 2020-2021, HPISD will improve its performance toward college readiness benchmarks.*

Data Targets:

¹ *Percentage of students meeting all four college readiness benchmarks on the ACT will increase from 72% in 2017-2018 to 76% in 2020-2021.*

² *Percentage of students meeting both college readiness benchmarks on the PSAT 8 will increase from 81% in 2017-2018 to 90% in 2020-2021.*

ACTION PLAN

STRATEGIES AND ACTIVITIES	STAFF RESPONSIBLE	RESOURCES NEEDED	TIMELINES	FORMATIVE AND SUMMATIVE EVALUATION MEASURES
Analyze data from ACT (all four areas and subscores)	Director of Assessment, department chairs, high school campus administrators	Copies of ACT score reports	February PL conference	Annual results for all students taking the ACT
Provide education for staff on ACT college readiness benchmarks	Director of Assessment or Lisa Wilson	Details of ACT college readiness benchmarks and resources to support instruction	February PL conference	Staff knowledge of ACT college readiness benchmarks
Analyze data from PSAT 8 (all areas and subscores)	Director of Assessment, department chairs, middle school campus administrators	Copies of PSAT 8 reports	February PL conference	Annual results for all students taking the ACT

ACTION PLAN

STRATEGIES AND ACTIVITIES	STAFF RESPONSIBLE	RESOURCES NEEDED	TIMELINES	FORMATIVE AND SUMMATIVE EVALUATION MEASURES
Provide education for staff on PSAT 8 college readiness benchmarks	Director of Assessment or Lisa Wilson	Details of PSAT 8 college readiness benchmarks and resources to support instruction	February PL conference	Staff knowledge of PSAT 8 college readiness benchmarks
Crosswalk TEKS to the college readiness benchmark skills on ACT and PSAT 8--educate staff on how they align	Ed Services Coordinators with teachers	TEKS and details of college readiness benchmarks for ACT and PSAT 8	By February PL conference	Staff knowledge of alignment of TEKS and ACT/PSAT 8 college readiness benchmark skills
Crosswalk AP standards/test expectations with ACT college readiness benchmark skills--educate staff on how they align	Ed Services Coordinators with teachers	AP standards and ACT college readiness benchmarks	By February PL conference	Staff knowledge of alignment of AP standards and ACT college readiness benchmark skills
Utilize collaborative time to integrate ACT framework into curriculum using the vocabulary of ACT exams on local assessments	Teachers	Information on ACT framework	February PL conference	Increased integration of ACT vocabulary in classroom assessment

District Improvement Plan Goal #3 Action Sheet

Highland Park ISD

Strategic Objective:

We will continuously improve our system of learning to empower all students to grow as engaged learners and responsible citizens.

Campus Goal/Objective #3: *By the end of the 2021-2022 school year, HPISD will increase the percentage of students completing Algebra I by the end of 8th grade.*

Data Targets: ¹ *Percentage of students completing Algebra by the end of 8th grade will increase from 43% in 2017 to 56% in 2022.*

Note: *56% represents the minimum for Quartile 1 in the accountability formula when the goal was set.*

ACTION PLAN

STRATEGIES AND ACTIVITIES	STAFF RESPONSIBLE	RESOURCES NEEDED	TIMELINES	FORMATIVE AND SUMMATIVE EVALUATION MEASURES
Review the procedures (testing) to allow students to advance in 5th and 6th grade math	Principal HPMS/MIS/HPHS Director of Assessment	Procedure for algebra readiness compacted curriculum	Ongoing	Results of procedural review
Analyze student performance data relative to "algebra readiness" to promote more rigorous course selection	District and campus administrators, teachers	Vertical teaming conversations; Parent communication	Ongoing	Student performance data analysis
Analyze the number of students who indicate as "algebra ready" in grade 5 but do not pursue the honors math track in grade 6; brainstorm possible reasons and offer solutions to increase the number of students in advanced math at grade 6.	Director of Assessment and Dr. Moran	MAP data	Ongoing	Summary of review and solutions

ACTION PLAN

STRATEGIES AND ACTIVITIES	STAFF RESPONSIBLE	RESOURCES NEEDED	TIMELINES	FORMATIVE AND SUMMATIVE EVALUATION MEASURES
Review the procedures for 8th grade algebra acceptance to see if there are students who might be missing an opportunity for algebra as an 8th grader.	Dr. Moran and Mr. Gilbert	8th grade algebra enrollment procedures	Ongoing	Summary of review
Analyze performance of elementary TAG math students	Kim Brooks, Principals	TAG math results	Ongoing	Summary of analysis
Work with MIS/HPMS math departments to explore items above and brainstorm possible ways to reach the goal.	Ed Services coordinators and MIS/HPMS administrators	Collaborative team time	Ongoing	Summary of meetings
Examine vertical alignment of curriculum to be certain all students have the opportunity to be ready for Algebra I by 8th grade.	Ed Services coordinators and math teachers	Collaborative team time	Ongoing	Summary of analysis
Generate home activities that foster algebraic understanding for 5th and 6th graders.	Teachers	Resources and ideas	Ongoing	Activities shared with parents
Parent education of math course options	Counseling Staff	Clarification of opportunities	During enrollment periods	Enrollment information
Summer programs for 7th graders to prepare	Math teachers	Resources	SY 2019-2020	Summer offering list
Examine practices in comparable districts	Ed Services Team and Campus Administrators	Practices from other districts	Ongoing	Summary of findings

ACTION PLAN

STRATEGIES AND ACTIVITIES	STAFF RESPONSIBLE	RESOURCES NEEDED	TIMELINES	FORMATIVE AND SUMMATIVE EVALUATION MEASURES
Establish a math framework for elementary instruction that sets the stage for advanced coursework for students	Ed Services Team, Instructional Coaches, Administrators, Teachers	Research, committee work	End of 2019-2020	Framework produced and integrated in instruction

District Improvement Plan Goal #4 Action Sheet

Highland Park ISD

Strategic Objective:

We will partner with families and community to ensure the physical, emotional, and social well-being of each and every student.

Campus Goal/Objective #4: By the end of the 2020-2021 school year, student engagement in learning will increase.

Data Targets:

- ¹ District percentage of students indicating engagement on the Gallup Poll will increase from 53% in 2018-2019 to 58% in 2020-2021.
- ² Each year, each grade level will show positive gains in engagement on the Gallup Poll.

ACTION PLAN

STRATEGIES AND ACTIVITIES	STAFF RESPONSIBLE	RESOURCES NEEDED	TIMELINES	FORMATIVE AND SUMMATIVE EVALUATION MEASURES
Engage with Gallup on best practices for improving student engagement	District/campus administrators	Information from Gallup around engagement (funded by LaFiesta grant)	Administrator Professional Learning Session	Yearly results
Small team of HPISD staff will explore additional ways to gather meaningful data that measures student engagement	Lydia Walden	Research around additional methods to gather data	SY 2019-2020	Additional measures established
Provide education to staff on instructional practices that engage students in learning	District/campus administrators	Professional development	Ongoing	Evidence of student engagement in the classroom

ACTION PLAN

STRATEGIES AND ACTIVITIES	STAFF RESPONSIBLE	RESOURCES NEEDED	TIMELINES	FORMATIVE AND SUMMATIVE EVALUATION MEASURES
Promote activities that result in positive teacher/student interactions	District/campus administrators	Professional development	Ongoing; consider a strategy to share at each faculty meeting; encouraging emails from district staff; staff visiting other classrooms for ideas; community service opportunities for teachers and students	Evidence of increased positive student/teacher interactions
Encourage staff to help students understand the "why" in their learning (community partnerships, real world applications, student centered design)	District/campus administrators	Ways to help students take charge of and engage their own learning/progress; student-centered design and other projects that engage students	Ongoing	Evidence of increased relevance in instructional design
Engage with student groups and sounding boards for ideas to engage students in learning	District/campus administrators	Student groups	Ongoing	Implementation of ideas generated from students

Bullying /Cyberbullying Prevention			
Strategies	Resources	Staff Responsible	Evaluation
Campuses will use a variety of resources to implement effective bully prevention in each school.	Guidance Lessons LaFiesta Grant Region 10 Project Respect Resorative Practices, Hope Squad	Coaches and Athletic Director Counselors Director of Academics and Support Services, Teachers, STUCO, Captain's Council	Discipline Reports, Safe to Speak Up App Reports, Nurse visits, Attendance Rate
All campuses will implement and support district anti-bullying policies, guidelines and procedures designed to reduce bullying.	Guidance Lessons Region 10	Coaches and Athletic Director Counselors Director of Academics and Support Services, Teachers, STUCO, Captain's Council	Discipline Reports, Safe to Speak Up App Reports, Nurse visits, Attendance Rate
Support district-wide use of the anonymous reporting tool Safe 2 Speak Up	Safe 2 Speak Up App	Chief Rowden	Number of reports that impacted students positively
Increase staff awareness through required training of staff in the area of bullying and cyberbullying prevention.	Public Works Program	Director of Personnel Director of Academics and Support Services	Training completion certificates
Campuses will implement a digital citizenship program using a variety of resources based on the Technology TEKS and ISTE standards.	TEKS, ISTE Standards, HPISD Website	Director of Instructional Technology, CITs, Teachers	Lessons taught, Brightbytes Survey data
Coordinated Health - SHAC Council			
Strategies	Resources	Staff Responsible	Evaluation
The SHAC Council will meet a minimum of 4 times per year.	School Health Advisory Committee	Director of Special Programs Assistant Superintendent of Ed Services	Legal posting on district website
Dating Violence Awareness			
Strategies	Resources	Staff Responsible	Evaluation
Staff training will be provided on relationship abuse awareness, detection and prevention.	Guidance lessons HS support groups MS/HS Public Works Training	Secondary Counselors Director of Academics and Support Services Elementary Counselors	Participation sign in sheets
Discipline Management - Safe Environments			
Strategies	Resources	Staff Responsible	Evaluation
Provide training and integrate activities/lessons to support discipline management and safe environments.	Region 10	Campus Principals/Coordinator Student Services	Discipline Referrals/reports student/staff feedback, attendance reports
Annual Intruder visit exercises and annual audit of facilities are conducted.	Texas School Safety Center	Campus Principals/Director of Safety	Review of exercises and audit of facilities
Annual review and update of campus emergency operation plans and drills as recommended by school safety center.		Campus Principals/Director of Safety	Emergency operation plans
Threat assessment training for all administrators and counselors.	Outside consultants	Superintendent/Director of Safety	Participation sign in sheets

Drug Prevention			
Strategies	Resources	Staff Responsible	Evaluation
Provide staff training on drug prevention detection and prevention.	Teen Screen Extra Curricular Code of Conduct CARE DARE	Campus Administrators Coordinator of Student Integrity and Compliance Campus Counselors Director of Academics and Support Services DARE officers	Participation sign in sheets
Coordinate with PEC on educational programs for parents/community	PEC	Director of Academics and Support Services	Program list and attendance numbers
Maintain communication with campus officer or liason to increase awareness of drug prevention.	Campus officer	Campus Administrators Coordinator of Student Integrity and Compliance Campus Counselors Director of Academics and Support Services DARE officers	Officer feedback
Sexual Abuse and Maltreatment of Children			
Strategies	Resources	Staff Responsible	Evaluation
Provide training for all staff regarding DCAC resources	DCAC presenters	Director of Academics and Support Services	Attendance at staff training
Increase staff awareness through training of sexual abuse and other maltreatment of children.	Public Works Program	Director of Personnel Director of Academics & Support Services, Counselors	Completion of WORKS training certificates
Post-Secondary Preparedness: Admissions & Financial Aid information			
Strategies	Resources	Staff Responsible	Evaluation
Parent meetings will be scheduled to provide post secondary awareness and financial assistance for all parents.		HS Administrators HS Counselors	Meeting agenda and notices
College and Career Night will be scheduled to offer opportunities for students and parents to visit with college recruiters and businesses.	HS counseling office Parent Volunteers	HS Administrators HS Counselors	Roster of Colleges and Career booths Participation Data
AP and Pre-AP courses will be open-enrollment.	Board Policy	Secondary Counselors Secondary Campus Administrators	Enrollment Participation Data AP Exam Data
Career Days on various campuses including science festival, literary festival, and STEAM extravaganza	Region 10 Community partners STEAM staff	Director of Academics and Support Services Campus Administrators, Counselors, Staff	Lesson Plans, Calendar of Events
Develop Endorsement plans for graduation that will align with state laws and offer college and career pathways for all students.	TEA Region 10	Director of Academics and Support Services Director of Assessment Secondary Principals Secondary Counselors	APG Endorsements Personal Graduation Plans
All 9-12 grade students will have a Naviance Account for the purpose of researching college and career options and interests.	Naviance	HS Administrators HS Counselors	Naviance records

Suicide Prevention			
Strategies	Resources	Staff Responsible	Evaluation
Staff training will be provided on recognizing signs in students	Region 10 and other experts	Director of Academics and Support Services Counselors	Attendance at staff training
Educate students	HS student mental health campaign	Student Council	
Respond to students who are at risk	Teen Screen Safe 2 Speak Up App referrals Counseling support groups At-risk monitoring activities	Campus Administrators Campus Counselors Director of Academics and Support Services Chief Security Officer	
Continue work with community to provide resources and education on mental health	Park Cities HOPE Task Force	Director of Academics and Support Services	Website of resources Reports from Task Force
Trauma Informed Care Policy			
Strategies	Resources	Staff Responsible	Evaluation
FFBA Legal (forthcoming in legal update)	TASB	HPISD Board of Trustees	Board Policy