

SABINE INDEPENDENT SCHOOL DISTRICT

**Campus Improvement Plan
Sabine High School**

2016-2017

Sabine Independent School District Mission Statement

The Mission of the Sabine Independent School District is to provide appropriate, challenging opportunities in a safe and positive environment, so that all students can develop academically, mentally, emotionally, physically and socially to their fullest potential. Sabine ISD will prepare students to become good citizens and productive members of society by enabling them to be competent problem solvers and communicators, effective, collaborative workers, technology users, and life-long learners.

Development of the Campus Improvement Plan

The Sabine High School Campus Improvement Plan was created by a committee of stakeholders, including faculty and staff, parents, and business and community partners. The Campus Improvement Team met on several dates to address a host of issues relating to our campus and our shared goal in working cooperatively to ensure student success in a safe and secure campus. Teachers and other stakeholders were given multiple opportunities to provide input to this plan, both in writing and electronic mail, and were invited to attend the various Campus Improvement Plan meetings that were held throughout the first ten weeks of the fall semester of 2016.

The site-based decision making team responsible for creating the plan included: Mr. David Barrett, Mrs. Sara Cantrell, Mrs. Cyndi Bryce, Mrs. Monell Burns, Mr. Matt Byrd, Mrs. Cheryl Carlton, Mr. Mike Clements, Ms. Jennifer Davis, Mr. Keith Taylor, Mrs. Susan Duncan, Mr. Rex Sharp, Mrs. Nancy White, Mrs. Laura Hedrick, Mrs. Dare Kirklin, Mr. David Richards, Mrs. Yvonne Rich, Mr. Eddie Shawn, Mrs. Melesia Stevens, and Mrs. Romy Wilson, and Mrs. Dede Wiseman.

The 2016-2017 Campus Improvement Plan reflects a wide range of goals and targeted areas of growth in areas including curriculum and instruction, facilities maintenance, and professional development, among others, all geared towards equipping the faculty and staff of Sabine High School with the resources necessary to implement and execute courses of instruction that will positively impact students and place students on a pathway towards college and career readiness.

GOAL: Improve the academic performance of all students.

OBJECTIVE: Eighty-three percent or more of students tested will meet the state standards on State Mandated Tests

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|--|--------------------|----------|---|---|---|
| Continued training and use of professional development to provide teachers with the training to effectively incorporate TEKS resources curriculum. Allow time during the summer and within the school year for core teachers to collaborate within their departments to develop common year at a glance documents. | A | Ongoing | All Teachers Eddie Shawn Rex Sharp | ESC7 | Monitor and Evaluate Student performance |
| Continue to provide core teachers with training using the DMAC program from Region 7 to disaggregate data and determine individual needs of students. This will help teachers as the new school year begins with their new students. | A | Ongoing | Eddie Shawn Laura Hedrick | ESC7 | Teachers individualization of curriculum and increase in scores |
| Continue New Teacher Orientation and include training for new teachers with A+ grading program, DMAC, Smart Boards, developing teacher websites, and Google Chrome. | R | Ongoing | Randy Cox Shawn Whited Eddie Shawn | | The use of district resources. |
| Use tutors for targeted students in preparation for exit level testing and extend program into summer. | A | Ongoing | Eddie Shawn Yvonne Rich Nancy White | Title I (summer program) \$2,000.00 | Review test results for students who were tutored |
| Use Title I funds to purchase additional remedial workbooks (consumable) for EOC prep in ELA, Biology, Algebra I, and US History for at risk students | A | Ongoing | Eddie Shawn Rex Sharp | \$1200.00 Title I Funds | Commensurate with fund balance |
| Provide remediation during Activity Period for students who have failed or are in danger of failing an EOC test. | A | Ongoing | Eddie Shawn Yvonne Rich Nancy White | \$1000.00 Title I Fund | Review Test results for students who were tutored |
| "Flip" all monthly faculty meetings so that the focus of these meetings will shift towards collaboration among faculty and professional development. | A | Ongoing | Eddie Shawn Yvonne Rich Rex Sharp | | Minutes of meetings |
| Empower a classroom teacher to serve as the campus' "DMAC specialist" for ongoing professional development of colleagues | A | Ongoing | Eddie Shawn Laura Hedrick | | Formative feedback from lead teacher and staff. |
| Continue to disaggregate test data utilizing DMAC and identify specific TEKS on which each teacher should concentrate instruction to meet student needs based on 2016 state assessment results. Use this information to plan workshops for areas that show a need for improvement. | A | Ongoing | All Core Teachers | DMAC ESC7 | Incremental Improvement in test scores. Lesson Plans. |
| Meet regularly (once a semester) with Middle School on curriculum alignment and expectation issues, including the creation of a collection of commonly used terminology, definitions, and best practices for ELA instruction in grades 6-12. | A | Ongoing | ELA and All Teachers | Utilize District Work Days with Middle School | Incremental improvement in test scores |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Eighty-three percent or more of students tested will meet the state standard on each content area of State Mandated Tests

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|---|--------------------|---------------|--|--|--|
| Have core area teachers develop improvement goals, with an emphasis on improvement in targeted subpopulations. | A | Ongoing | Eddie Shawn | | Monitor scores on readiness and support standards that were below state and local averages |
| Provide staff development in the appropriate use of teacher made tests in order to develop effective assessments using TEKSresources. | A | Ongoing | Eddie Shawn | | Comparison of last year's tests with current year |
| Continue professional development for teachers focusing on the necessary resources and instructional strategies to aid former STAAR M students become acclimated to the STAAR test. | A | As available | Teachers | Title I funding \$1800.00 | Proof of attendance |
| Develop teacher-designed EOC test prep activities for teachers to utilize during classes, including elective classes, including technology-based activities. | A | Ongoing | Teachers | | Examples of Activities |
| Utilize Daily Language, with an emphasis on academic vocabulary exercises, to reinforce State Mandated Tests preparedness. | A | Ongoing | Teachers | | Incremental improvement in test scores |
| Observe other successful school programs in area schools comparing practices to our current strategies in use on our campus | A | Ongoing | Eddie Shawn | | Newly Implemented instructional practices |
| Continue to address reading deficiencies of students through our reading program. Utilize two English teachers with students assigned to reading class. | A | Ongoing | Eddie Shawn Jessica Hatt | Instructor's Salary and reading materials cost | Reading Assessments & ELA State Mandated Test scores. |
| Provide tutorial sessions for students who need additional help in order to pass the State Mandated Tests | A | Ongoing | Eddie Shawn Nancy White, Yvonne Rich & Dept. Chairs | Title I Funding \$1000.00 | Tutorial Sign-in Rosters |
| Use TEKSresources.net Unit Assessments to check student progress and update benchmarks for each testing session. Each instructor will review with administration after each test. | A | Each semester | Core Teachers Eddie Shawn | | Benchmark test results |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Eighty-three percent or more of students tested will meet the state standard on each content area of State Mandated Tests.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|---|--------------------|----------------------|---|--------------------|--|
| Provide academic enrichment opportunities during the summer for low performing and/or at risk students including summer tutorials. | R | Summer 2017 | Yvonne Rich Nancy White Eddie Shawn | Title I \$2,500 | Students results on unit assessments and State Mandated Tests. |
| Hold small assemblies by grade level in order to emphasize the importance of State Mandated Tests. | A | January 2017 | Eddie Shawn Yvonne Rich Nancy White | | Response of participants |
| Utilize sponge activities to review and reinforce math skills | A | Daily | Math and Elective Teachers | | Incremental improvement in test scores |
| Incorporate State Mandated Test style questioning and testing during instruction | A | Throughout year | All Teachers | | Classroom observation |
| Continue to equip all classes with technology upgrades such as ceiling mounted projectors, large screens and electronic tablets and smart boards | A | Rotating by requests | Eddie Shawn Randy Cox | Cost of equipment | Use of technology by instructors |
| Continue upgrade of content mastery lab. Increase individualized instruction. Increase the amount of time that the SE instructors are in the regular setting. | A | Ongoing | SE Instructor | | Progress of SE Students |
| All faculty will incorporate targeted academic vocabulary into their weekly lesson plans to boost reading comprehension and fluency. | A | Throughout the year | All Teachers | | Classroom Observation |
| Library available for student use after school and on Saturdays as requested for research and computer use. | A | Throughout the year | Cyndi Bryce | | Number of students that take advantage of resource. |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Motivate students, parents and community to make consistent class attendance a priority. SHS will have an average of 98% attendance for the school year.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|--|--------------------|---------------|--|-----------|--|
| Continue procedure of notifying parents in writing of students in danger of reaching truancy due to excessive absences at a student's 3, 7, and 10 absence. | R | Ongoing | Connie Crutcher Rex Sharp | | New procedure & policy document |
| Meet with Attendance Secretary to review procedures used to record and document absences. | R | Ongoing | Rex Sharp | | New procedure & policy document |
| Develop more incentives to encourage attendance, including daily announcements and competition between classes. | R | Ongoing | Rex Sharp | \$1000 | Attendance & Student Response |
| Implement ICHOOSE program from Longview Teen Court as a resource to address truancy with parents and students as an alternative to criminal prosecution. | R | Ongoing | Rex Sharp | | Reduction in truancy |
| Provide information on paper and electronically to clarify rules by educating teachers, parents and students concerning how excessive absences can result in loss of credit | R | November 2016 | Eddie Shawn Rex Sharp Yvonne Rich Nancy White | | Fewer students losing credit due to attendance |
| Continue use of social media pages created by counselor and administrators' web pages on sabineisd.org to inform parents and students about the importance of avoiding excessive absences. | R | Ongoing | Eddie Shawn Rex Sharp Yvonne Rich Nancy White | | Add and update content each six weeks. Monitor page visits. |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Decrease the dropout rate below 1%.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|---|--------------------|------------------|--|--|--|
| Continue to expand Edgenuity credit recovery program for students who fail courses required for graduation. Utilize instructors with core area expertise wherever possible. Offer courses as needed during the summer. | R | Ongoing | Eddie Shawn Rex Sharp Yvonne Rich | 1.05 FTE (SCE \$52,296) and E2020 licenses (SCE \$11,200) | Students schedules Attendance rolls |
| Utilize staff support team to review ways to help students in crisis. | R | Ongoing | Eddie Shawn Rex Sharp Yvonne Rich | | Number of students involved |
| Inform staff of the support team referral process and give examples of behaviors that would justify referral. | R | Ongoing | Eddie Shawn Rex Sharp Yvonne Rich | | Use of information during faculty meeting |
| Identify students who are at-risk. | R | Ongoing | Eddie Shawn Rex Sharp Yvonne Rich Nancy White | | Use of DMAC |
| Continue PRS program for pregnant students. Continue GEH program with new guidelines. | R | Ongoing | Yvonne Rich Elaine Hall | Certified Teacher | Student(s) needing program |
| Continue a program using the school network to monitor students who are assigned to ISS through email with attachments to help the students stay current and informed on their assignments. If possible have teachers help students in ISS during conference periods, one day a week. | A S | Ongoing | Lisa Lummus | Software upgrades, a set of textbooks & workbooks, 3-in-1 printer/copier/scanner | Helping students be more successful in ISS |
| Operate Saturday school to keep students in regular classrooms rather than ISS and provide Saturday School for students who lost credits because of poor attendance the previous semester. | R | Second Semester | Eddie Shawn Rex Sharp Yvonne Rich Nancy White | Title I \$1500.00 | Number of students |
| Tutorial Program before and after school in all classes | A | Ongoing | Eddie Shawn | | Tutorial Sign-In Sheets |
| Use counselors' social media sites and administrators' web pages to communicate with students and parents about common factors, such as zeros, that significantly impact student failure rates. | A | Ongoing | Eddie Shawn Rex Sharp Yvonne Rich Nancy White | | Monitor Page Visits |
| Upgrade technology and software offerings for special education students to meet changes in curriculum. | S | As budget allows | Eddie Shawn Melesia Stevens | Title I \$1,000.00 | Help SE students to be more successful |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Increase the number of students graduating on the recommended or distinguished academic plan to over 75 %.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|---|--------------------|--|---|--|-----------------------------|
| Ongoing review of requirements based on HB5. Consider new courses to for expanded pathways to meet the requirements for all 5 endorsements. | A | Ongoing | Yvonne Rich Eddie Shawn Rex Sharp | | Master Schedule/Staffing |
| Review transcripts of each student to assess their academic success in gaining credits in a timely manner | A | January 2017 | Yvonne Rich Nancy White | | Transcripts |
| Provide all parents information on the importance of the recognized and distinguished plans. Require in person parent conference before choosing minimum plan. Must have principal's approval. | A | Ongoing | Yvonne Rich Eddie Shawn Nancy White | | Parent Feedback |
| Provide Spanish translation of graduation plan information for parents as needed including information on financial aid (FAFSA) and private scholarships. | A | Ongoing | Yvonne Rich Romy Wilson Emily Cirilo | | Parent Feedback |
| Maintain current information on graduation requirements, financial aid opportunities, and college admission requirements on school website and social sites. | A | Ongoing | Monell Burns Randy Cox Shawn Whited Yvonne Rich Nancy White | | User Feedback |
| Explore a partnership with neighboring districts for implementing a program for American Sign Language as an additional Language Other Than English offering. | A | If possible look at these for the next school year | Eddie Shawn Rex Sharp Yvonne Rich | Cooperative agreement with neighboring districts TBD | Number of Students |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Students will successfully graduate in four years. 98% of the students will meet this objective.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|--|--------------------|----------------------------|---|-------------------|--|
| Meet individually with parents of seniors to review graduation information. | A | Ongoing | Eddie Shawn Nancy White Yvonne Rich | | Students schedules Attendance rolls |
| Meet with eighth grade parents each spring to review graduation plans and requirements. | A | Spring 2017 | Yvonne Rich Nancy White | | Participation by Parents |
| Provide transportation for At Risk students to support attendance for tutorials. | R | Ongoing | Yvonne Rich April Washburn Eddie Shawn Romy Wilson | Title 1 \$1500 | Number of students participating. |
| Develop specific individual plans to meet the needs of all students who are one or more grade levels behind. | R | Ongoing 2-4 times per year | Eddie Shawn Yvonne Rich | | # of students brought nearer to grade level |
| Have a "Super Saturday" led by student council for incoming freshmen each August. | A | Each August | Eddie Shawn Rex Sharp Nancy White Yvonne Rich | \$500 | # in attendance |
| Provide information and availability of additional coherent sequences of courses that would allow SHS to offer multiple pathways to the Public Services Endorsement. | A | Ongoing | Eddie Shawn Yvonne Rich Nancy White | | # of students enrolling in those programs |
| Search for scholarships for students who wish to attend college. | A | Ongoing | Nancy White Yvonne Rich | | # of scholarships awarded to our students |
| Provide examination for acceleration opportunities to receive credit for Spanish 1, 2 or 3. Will allow Spanish speaking students more flexibility in scheduling. | A | Before Spring scheduling | Romy Wilson | | Students achieving 90% or better on examination for acceleration receive credit for the course tested |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Increase the enrollment of students in advanced courses.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|---|--------------------|----------------------------------|---|-------------------------------|---|
| Pursue collaborative efforts to deliver more advanced course offerings through the use of technology (regional educational service center, area colleges, other school districts). | A | Ongoing | Eddie Shawn Nancy White Yvonne Rich | General Operating Budget | Arrangements or agreements to provide services |
| Review requirements for dual credit classes and make changes if needed. | A | Spring | Eddie Shawn Nancy White Yvonne Rich | | Number of students participating |
| Research new class offerings and what state approved classes are being offered that would meet the changing needs of our students. Increase core class offerings using AP, advanced, and dual credit. | A | Spring 2016 | Eddie Shawn Nancy White Yvonne Rich | | Number of students participating |
| Continue College Board Advanced Placement Program. | A | Ongoing | Eddie Shawn Yvonne Rich Nancy White | \$2,000 | Increase in the number of students participating in exams |
| Investigate and offer courses through TXVSN as needed and available. | A | Prior to each semester offerings | Yvonne Rich Nancy White | \$2500.00 | Number of students participating & courses completed |
| Allow Juniors and Seniors two college days per year. | A | Ongoing | Yvonne Rich Nancy White | | Number of students participating |
| All Advanced Placement students will take the AP exam for their respective course(s) each spring | A | Ongoing | Eddie Shawn Yvonne Rich Nancy White | Test fee assistance if needed | Number of students registering for AP exam. |
| Three percent of AP students will earn a score of "3" or higher on the AP exam for their respective course(s) | A | Ongoing | Eddie Shawn Yvonne Rich Nancy White | Test fee assistance if needed | Review of released AP test scores. |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Increase the number of students taking college entrance examinations to a goal of 85 percent with at least 50 percent of testers scoring above the state average.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|---|--------------------|------------------------|---|--------------------------|--|
| Encourage all sophomores and juniors to take the PSAT test each October. | A | Ongoing | Eddie Shawn Yvonne Rich Nancy White | General Operating Budget | Arrangements or agreements to provide services |
| Promote and utilize Princeton Review. | A | Ongoing | Yvonne Rich Nancy White | Students bear cost | Increase in testing scores |
| Provide PSAT, ACT & SAT tutorial test taking strategies for students at low cost. Contract with outside source to provide study material and resources for preparation. Use Test Prep and Region 7. | A | As appropriate | Eddie Shawn Yvonne Rich | General Operating Budget | Increased Scores |
| Send information to parents about the testing dates for ACT, SAT, and TSI. | A | As Scheduled | Yvonne Rich Nancy White | | Better Testing Participation #'s |
| Monitor scores of seniors on the SAT and ACT tests. | A | Upon results available | Yvonne Rich Nancy White | | Resulting Scores |
| Increase the number of minority students taking the SAT/ACT. This number should reflect our student population. | A | Ongoing | Eddie Shawn Yvonne Rich Nancy White | | Resulting Scores by Ethnicity |
| Utilize internet resources for ACT/SAT prep and Kilgore College On-Line. | A | Ongoing | Nancy White Yvonne Rich | | Use of computer labs - # participating |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Continue to update technology services available to students and teachers.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|--|--------------------|-----------------|---|---|---|
| Provide all students with regular access to appropriate technology and adaptive/assistive devices, training, and support, as appropriate | A | Throughout year | Eddie Shawn Rex Sharp Randy Cox Shawn Whited | IT Budget & Staff | Classroom observations |
| Provide teachers, staff members and students regular access to and training on projection devices, laboratory tools and other equipment and resources. Add a minimum of 5 devices per year continuing with smart boards. Make regular devices available through library (Elmo, projector, laptop, etc.). | A | Throughout year | Eddie Shawn Rex Sharp Randy Cox Shawn Whited | General operating budget and donations from school groups | Purchase orders Classroom observations |
| Provide student access to technology by extended library hours upon request. | A | Throughout year | Cyndi Bryce | Regular budget | Library schedule |
| Maintain a plan for budgeting the upgrade of technology labs on a timely basis, such as one lab upgrade every other year. | A | Ongoing | Shawn Whited Eddie Shawn Rex Sharp | IT Budget & Staff | Installation of new equipment |
| Provide teachers will professional development opportunities on project-based learning and the "flipped classroom." | A | Ongoing | Shawn Whited Randy Cox Eddie Shawn | IT Budget & Staff | Region 7 and Outside Professional Development Resources |
| Improve teacher interaction with students and parents with the utilization of the REMIND app and the Sabine ISD app. | A | Ongoing | Randy Cox Eddie Shawn Rex Sharp | Tech budget | Ease of access and use of devices |
| Use Eduphoria Online Resource for Teacher Lesson plans and T-TESS evaluations. | A | Ongoing | Randy Cox Eddie Shawn Rex Sharp | General operating budget | Commensurate with fund balance |
| Use Title I funds to purchase stationary (dividers, pens, notebooks, paper, etc.) for use by at-risk students. | R | Ongoing | Eddie Shawn | \$1,500.00 Title I funds | Commensurate with fund balance |
| Use Title 1 funds to extend wireless network to high school campus for integration of technology into classroom for all students. | A | Ongoing | Eddie Shawn | \$500.00 Title I Funds | Commensurate with fund balance |

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|--|---|---------------|--|-------------------------------|---|
| Use Title I funds to purchase additional Chromebooks and carts for use in English, History, and Science classes. | A | Ongoing | Eddie Shawn | \$40,000 Title I Funds | Commensurate with fund balance |
| Use Title I funds to purchase additional 2 Smart Boards, plus hardware and installation, to provide for the integration of technology during instruction time by teachers. | A | November 2016 | Eddie Shawn | \$6,272.50 Title I Funds | Commensurate with fund balance |
| Explore the best practices of other like campuses across Region 7 to examine the potential for a campus technology specialist. | A | Ongoing | Eddie Shawn | Technology Specialist Salary | The improvement of teachers use of technology in the classroom. |
| Continue to add additional mobile devices to work towards a 1:1 device-student ratio. | A | Ongoing | Randy Cox Shawn Whited Eddie Shawn | Title 1 Funding \$3,000.00 | |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Create and promote activities to support student and staff excellence. The percentage of students passing State Mandated Tests will increase by at least 5% in English and 3% in the other EOC tests.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|---|--------------------|----------|--|-----------------------------------|---|
| Continue to monitor our plan to have 100% highly qualified teaching staff. | A | Ongoing | Eddie Shawn Rex Sharp | Professional Growth Plans | Monitor Credentials and Professional Growth |
| Continue Family support program for staff and students. | A | Ongoing | Yvonne Rich Nancy White | Local Donations | Numbers served |
| Encourage student involvement in UIL Academic Events and regional math & science team (participation goal – full teams in all events) Utilize activity schedule to allow UIL participants time for preparation. Pay stipend for teachers who participate in contests. Strive for every student in the top 10% of all grades to be involved in at least one event and 25% of the student body compete. | A | Ongoing | April Washburn Eddie Shawn Rex Sharp Keith Taylor Pat Gatons | TBD | Representation of students in all events |
| Continue an incentive program, such as a trip to Medieval Times, for students who participate in UIL Academic Events. | A | Ongoing | Eddie Shawn April Washburn | Donations | Number of students attending academic meets |
| Provide recognition and academic certificates for students. Students designated for this weekly award will be honored at the end of each month. | A | Ongoing | Eddie Shawn Yvonne Rich | Certificates and Awards \$2500 | Student and Parent Feedback |
| Recognize staff member of the month | A | Ongoing | Eddie Shawn Rex Sharp | \$750 | Awards |
| Have at least one teacher per core content area obtain certification through participation in the Advanced Placement summer academies and allow those teachers opportunities for continued development. | A | Ongoing | Eddie Shawn | \$2,500 | # of teachers attending |
| Employ quality staff that reflects the make-up of the student population. | A | Ongoing | Eddie Shawn | Salary as needed. | # of highly qualified teachers on staff |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Create and promote activities to support student and staff excellence. The percentage of students passing State Mandated tests will increase by at least 3%-5%.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|--|--------------------|----------|--|---------------------------|--|
| Plan to have every teacher attend professional growth opportunities in their core teaching fields. | A | Ongoing | Eddie Shawn Rex Sharp | Professional Growth Plans | Monitor Credentials and Professional Growth |
| Encourage activities and excellence through Academic Honor Societies. | A | Ongoing | Yvonne Rich Nancy White Emilee Hanshaw | | # of students in NHS |
| Investigate and apply for grants that will provide additional monies to the campus | A | Ongoing | All Staff | \$250 | R7SC grant programs |
| Recognize staff members for excellence in classroom performance and integration of technology. | A | Ongoing | Eddie Shawn Rex Sharp | \$300 | Awards and rewards |
| Monitor effectiveness of the Activity Period both for UIL Academic Students and Students in need of STAAR remediation. | A | Ongoing | Eddie Shawn Rex Sharp Yvonne Rich Nancy White | | Evaluation of practice UIL academic event scores and evaluation of fall STAAR retest scores. |
| Maintain the "Wall of Honor" in the front foyer to acknowledge students who place in state level UIL Academics, Choral Music, Band, or CTE events. | A | Ongoing | Rex Sharp Eddie Shawn April Washburn | \$600 | Available Funding |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Continue to update and improve the Career and Technology programs.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|---|--------------------|------------------|-----------------------------|-----------------------|--|
| Coordinate with LeTourneau University in researching the offering of medical/nursing classes or preliminaries on our campus | A | March 2016 | Nancy White Yvonne Rich | LeTourneau University | # of Classes available |
| Relaunch courses in robotics and continue robotic competitions, while promoting students continuing on with Scientific Research and Design in a coherent sequence. | A | Ongoing | Eddie Shawn Cary Challis | \$2500 & sponsorships | Number of students participating |
| Maintain a career technology class for office aides with regular assessments of instructional concepts | A | Ongoing | Rex Sharp | | Number of students earning a credit |
| Obtain proper and safe power tools for instruction in carpentry and construction. | C | As budget allows | Rex Sharp Matt Byrd | \$2500 | Construction skills tested and mastered |
| Continue Investigating the cost for a phased remodeling of the journalism room to improve facility to industry standard and to provide for potential expansion of course offerings. | A | As budget allows | Eddie Shawn Susan Duncan | TBD | Needs assessment/ solicitation of kids |
| Evaluate and recommend changes to existing programs including occupational specific contract courses | C | Ongoing | CTE teachers | | Adjust program as needed to meet new demands |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Continue to provide dyslexia services to students.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|--|--------------------|---------------------------|-----------------------------|-----------|--|
| Identify and serve students needing dyslexia services and accommodations to their IEP's. | A | Throughout year as needed | Yvonne Rich Debbie Wyatt | | Formative Assessments and standardized testing |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Continue to provide ESL services to students.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|---|--------------------|---------------------|--|-----------------------------|-------------------------------------|
| Identify and monitor struggling Hispanic students; analyze data to determine methods that would be of benefit to their academic needs. | B | Each Grading Period | Eddie Shawn Emily Cirilo Romy Wilson April Washburn | Time for ESL instructor | Grade results for Hispanic students |
| All core teachers trained in Sheltered Instruction | B | Summer 2017 | Eddie Shawn Emily Cirilo Romy Wilson April Washburn | ESC7 | Grade results for Hispanic students |
| Utilize a portion of Staff Development days in order to train teachers to better work with ESL students in the regular classrooms and distribute modifications. | B | Summer 2017 | Eddie Shawn April Washburn | ESL Instructor Counselor | Grade results for ESL students |

GOAL: Improve the academic performance of all students.

OBJECTIVE: Continue to provide services to special education students and remain within acceptable data standards.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|---|--------------------|--|---|-----------|---|
| Continue utilization of pre-referral committee as a function of determining Tier 1 qualifications. | A | As requested by teacher, student or parent | Nancy White Yvonne Rich Department Chairs | | Meeting agendas |
| Continue to update staff members on inclusionary practices and proper use of Content Mastery Lab. Ensure teachers are modifying their tests and TEKS to meet the needs of their students and their IEP's and develop procedures for sending students and work to Content Mastery. | S | Inservice days | Nancy White Yvonne Rich Melesia Stevens Sara Cantrell S/E Cooperative | | Meeting agenda |
| Utilize a portion of Staff Development days in order to train teachers to better work with S/E and 504 students in the regular classrooms | A | Ongoing | Sara Cantrell Yvonne Rich Nancy White Melesia Stevens Kristi Hobbs S/E Cooperative | | Staff Development |
| Assist teachers in implementing strategies to deal with S/E students who disrupt regular classrooms | A | Ongoing | Rex Sharp Melesia Stevens S/E Cooperative | | Number of referrals sending S/E students out of class |

GOAL: Improve the academic performance of all students

OBJECTIVE: Maintain a safe and secure learning environment

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|---|--------------------|-------------|--|-------------|--------------------------------------|
| Review and update the campus crisis/emergency plan. Have teachers update their class rosters in their sub folder every 6 weeks and have teachers grab that folder in any emergency to check roll. Also have teachers grab their Emergency Preparedness Procedures flip chart to quickly show each class is accounted for by using the green all clear or red need help flaps. | A | Fall 2017 | Rex Sharp Eddie Shawn | | Revisions to plan |
| Evaluation of best practices for Campus Security procedures to ensure a safe environment. | A | Ongoing | Rex Sharp Wayne Burgess | | Evaluation process and documentation |
| Campus beautification projects including power washing of exterior walkways, cleaning of storage area next to agricultural shop, and parking areas. | A | Ongoing | Eddie Shawn Rex Sharp Ken Wilson | \$2000 | Campus Improvement |
| Review of procedures for monitoring of campus entrances by campus gate guards. | A | Ongoing | Rex Sharp | | Evaluation process and documentation |
| Continue Random Drug Testing program. | A | Ongoing | Rex Sharp | | Ongoing Results and Trends |
| Upgrade carpet in classrooms on a rotating basis. | A | 5 year plan | Ken Wilson | Budget Item | Campus Improvement |

GOAL: Improve the academic performance of all students

OBJECTIVE: Maintain a safe and secure learning environment

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|--|--------------------|----------|---|-----------|---|
| Investigate the cost for a “push button” entry to the front foyer so that only office personal can allow visitors to campus to enter during school hours. Look into key card access at all entrances to the school, Also look into replacing all hall doors with metal doors that remain open on an electromagnet that is controlled in the main office. | A | Ongoing | Rex Sharp Ken Wilson | | Needs Assessment/ Solicitation of Bids |
| Investigate the costs of installing metal blinds for the small windows beside the doorways in classrooms | A | Ongoing | Rex Sharp Ken Wilson | | Needs Assessment/ Solicitation of Bids |
| Maintain Crime Stoppers Campus Program | A | Ongoing | Rex Sharp Wayne Burgess | \$1,500 | Evaluation of cost/benefit |
| Mandate that school resource officer spend at least 45 minutes of time per week visiting classrooms throughout campus. | A | Ongoing | Eddie Shawn Rex Sharp Wayne Burgess | | Monthly Evaluation |
| Engage communications with Texas Dept. of Transportation regarding the lowering of the speed limit on 1252 W school zone area near the south end of the high school campus. | A | Ongoing | Ken Wilson Wayne Burgess | | Safety of students |

GOAL: Improve student's citizenship.

OBJECTIVE: Incorporate character building into various aspects of the high school program.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|--|--------------------|----------|----------------------------|------------------|---|
| Character Trait each grading period, emphasizing on one positive trait. Provide assemblies for students regarding character issues and values. Add character counts traits to referrals and other documents. | A | Ongoing | Nancy White Yvonne Rich | TBD | Character improvement for all students |
| Contract with the Longview Wellness Center and ETCADA to provide programs for students on violence, relationships, drugs and alcohol. Secure resources from School Resource Officer and Gregg County Sheriff's Department as well. | A | Ongoing | Nancy White Yvonne Rich | TBD | Referrals |
| Create an anti-bullying program including cyber-bullying, and drama control. | A | Ongoing | Nancy White Yvonne Rich | TBD | Give students a better understanding of bullying |
| Create a student peer group to discuss character issues and concerns and help address those needs. | A | Ongoing | Nancy White Yvonne Rich | TBD | Number of issues and concerns brought to administration |
| Contract services with ETCADA regarding drug and alcohol education programs | A | Ongoing | Nancy White Yvonne Rich | TBD | Improve student awareness |
| Promote a reward system for good behavior and attendance to encourage students to demonstrate proper conduct. | A | Ongoing | Nancy White Yvonne Rich | Costs of Rewards | # of students who qualify for rewards |
| Recognize a student of the month nominated by teachers based on good citizenship and academic performance. Take them to lunch, post picture in office each week. | A | Ongoing | Nancy White Yvonne Rich | Cost of lunches | Weekly Announcements and Certificates |

GOAL: Improve student’s citizenship and participation.

OBJECTIVE: Adjust facility use in order to best serve students.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|--|--------------------|---------------------|---------------------------|-----------|----------------------|
| Evaluate roof condition and repair including damaged ceiling tiles. | A | Ongoing | Ken Wilson | TBD | Campus improvement |
| Investigate the cost of upgrading sound system in the gym. | A | As soon as possible | Randy Cox Shawn Whited | TBD | Solicitation of bids |
| Investigate the cost of replacing the bleachers in the high school gym, and replacing the lights with energy efficient lights. | A | As soon as possible | Mark Comfort | TBD | Solicitation of Bids |
| Evaluate the cost of replacing the lighting in the auditorium so that the facility meets standards for hosting theatre competitions. | A | As soon as possible | Ken Wilson | TBD | Solicitation of Bids |

GOAL: Improve student's citizenship and participation.

OBJECTIVE: Provide as much interaction and availability of safe, productive school activities for student involvement.

| INITIATIVES/STRATEGIES/ACTIVITIES | *POPULATION SERVED | TIMELINE | RESPONSIBLE PARTY | RESOURCES | MONITOR/EVALUATE |
|--|--------------------|--|--|-----------|---------------------------------------|
| Have student council establish a committee with a student representative from each student organization to meet regularly (each grading period) for input and suggestions for campus | A | January 2017 | Veronica Dougan Kassi Madden | | Positive improvements for campus |
| Hold a spring gathering in the gym by classification with all campus organizations and activities represented in order to recruit and provide information about each activity or organization. To be coordinated with provision of choice sheets for next school year. | A | Spring 2017 (Coinciding with Career Fair) | Yvonne Rich Nancy White April Washburn Mark Comfort | | Increase numbers in all organizations |

1. State mandated tests—End of Course Exams for 2016-2016: English I, English II, Biology, Algebra I, US History. STAAR A, STAAR Alt. 2.
2. A = All Students
3. B = LEP/ESL Students
4. C = Career and Technology Students
5. G = GT Students
6. R = At Risk Students
7. S = Special Education Students