

Hillsboro Independent School District

Hillsboro High School

2017-2018 Goals/Performance Objectives/Strategies



Mission Statement

Preparing Today's Students for Tomorrow's World

Vision

Hillsboro ISD - the Choice for Student Success

Belief Statements

Each student is valued.

All teachers lead and every leader teaches.

Graduates of Hillsboro High School are successful, productive members of our community.

Learning thrives in a safe, supportive, and physically comfortable environment.

Everyone in our community impacts the success of our school.

Table of Contents

Goals	4
Goal 1: HHS will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.	4
Goal 2: HHS has a high quality of staff / teachers and effective personnel that support the campus goal(s).	15
Goal 3: HHS has efficient and effective operations of facilities and grounds that are conducive to a safe and positive teaching and learning environment.	18
Goal 4: HHS has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders. . .	22
Goal 5: HHS has a variety of successful extracurricular opportunities.	26
Goal 6: HHS is an outstanding campus working toward superior levels.	29
System Safeguard Strategies	31

Goals

Goal 1: HHS will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.






Performance Objective 1: All student sub-groups will meet or exceed the highest level of academic performance as determined by local and state accountability measures

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Increase implementation of vertically and horizontally aligned TEKS based curriculum through increased use of the HISD Curriculum Resources in all core contents.		Leadership Team - Hannah, Hayes, Gummelt, Dept Leaders, Teachers	Curriculum Implementation Plan, Lesson plans, DMAC, Eduphoria			
	Funding Sources: Federal, State, Local - 0.00					
2) Provide professional development that reflects analyzed areas of need from student achievement data and that is research-based, intensive, systematic and sustained to improve student performance.	1, 4	Leadership Team - Hannah, Hayes, Gummelt,	Staff development plan, Summer Academy records, Staff development records			
	Funding Sources: Federal, State, Local - 0.00					
3) Monitor implementation of all improvement initiatives to sustain continued academic improvements.		Leadership Team - Hannah, Hayes, Gummelt	Monthly meetings of leadership team reviewing all reports and academic progress of students.			
	Funding Sources: Federal, State, Local - 0.00					
4) Provide teachers with performance data analysis from state assessments, benchmarks, and CBA's through the use of DMAC.	1, 8	Leadership Team - Hannah, Hayes, Gummelt	Agendas from data meetings, records/sign in sheets, achievement records of students, DMAC reports.			
	Funding Sources: Federal, State, Local - 0.00					
5) Provide system for data analysis (DMAC) of state mandated tests and benchmarks to all teachers.	1, 8	Leadership Team - Hannah, Hayes, Gummelt	DMAC reports			
	Funding Sources: Federal, State, Local - 0.00					

6) Provide professional development on integrating technology into instructional management and teaching and learning.	4	Leadership Team - Hannah, Hayes, Gummelt	Tech Dept. and technology teachers. Reports, agendas, plans, integration of technology into lesson activities			
	Funding Sources: Federal, State, Local - 0.00					
7) Utilize technology to monitor teacher and student performance (DMAC, Eduphoria, Curriculum Documents)	1, 8	Leadership Team - Hannah, Hayes, Gummelt	Walk-through, lesson plans, and PDAS Observation reports Eduphoria reports, DMAC reports			
	Funding Sources: Federal, State, Local - 0.00					
8) Provide services and programs for special education students. Participate in planning meetings to improve coordination of services and scheduling to enhance learning for students.	1, 10	Leadership Team - Hannah, Hayes, Gummelt Special Education Teachers, General Ed Teachers	Agenda/sign-in sheet for planning meetings, Eduphoria reports, Training records			
	Funding Sources: Federal, State, Local - 0.00					
9) Provide appropriate programs and support for bilingual / ESL learners (Newcomer classes, Independent English). Especially in the area of Reading / English for our ELL students...provide additional support through tutorials and research-based instruction.	10	Leadership Team - Hannah, Hayes, Gummelt	Schedule for campus teachers and students, Lesson plans and observations of program implementation, Training records, Achievement records of ESL students			
	Funding Sources: Federal, State, Local - 0.00					
10) Provide all children with the opportunity to meet proficient by offering various tutorials to include but not limited to: teacher tutorials and Hillsboro University (after school tutorials).	2	Leadership Team - Hannah, Hayes, Gummelt, Dept Leaders, Teachers	Hillsboro University, Attendance rosters for tutorials			
	Funding Sources: Federal, State, Local - 0.00					
11) Provide all children with the opportunity to meet proficient by offering various credit recovery opportunities to include CAI classes at Hillsboro High School and CAI classes at Eagle's Academy.	2	Leadership Team - Hannah, Hayes, Gummelt, Teachers, Mr. Fulbright	Roster of identified at-risk students, CAI reports			
	Funding Sources: Federal, State, Local - 0.00					
12) Provide all children who qualify with the opportunity to exceed the highest level of achievement by offering Dual Credit Classes for both qualifying Juniors and Seniors.	2	Leadership Team - Hannah, Hayes, Gummelt, Counselors, Hill College Staff	Course Lists Schedule of meetings with Hill College personnel			
	Funding Sources: Federal, State, Local - 0.00					
13) Provide appropriate programs and support for those students who have not met proficiency in Math. Provide additional support through tutorials and research-based instruction.		Leadership Team - Hannah, Hayes, Gummelt	Schedule for campus teachers and students, Lesson plans and observations of program implementation, Training records, Achievement records of students			
14) Provide appropriate programs and support for those students who have not met proficiency in ELA. Provide additional support through tutorials and research-based instruction.		Leadership Team - Hannah, Hayes, Gummelt	Schedule for campus teachers and students, Lesson plans and observations of program implementation, Training records, Achievement records of students			

<p>System Safeguard Strategy</p> <p>15) Provide appropriate programs and support for Special Ed students who have not met proficiency in ELA. Provide additional support through tutorials and research-based instruction from both Special Ed teachers and Regular Ed teachers. Increase Co-Teaching opportunities with both Special Ed teachers and Regular Ed teachers.</p>		<p>Leadership Team - Hannah, Hayes, Gummelt</p>	<p>Schedule for campus teachers and students, Lesson plans and observations of program implementation, Training records, Achievement records of students</p>			
<p>System Safeguard Strategy</p> <p>16) Provide appropriate programs and support for Special Ed students who have not met proficiency in Math. Provide additional support through tutorials and research-based instruction from both Special Ed teachers and Regular Ed teachers. Increase Co-Teaching opportunities with both Special Ed teachers and Regular Ed teachers.</p>		<p>Leadership Team - Hannah, Hayes, Gummelt</p>	<p>Schedule for campus teachers and students, Lesson plans and observations of program implementation, Training records, Achievement records of students</p>			
<p style="text-align: center;">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						


Goal 1: HHS will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

Performance Objective 2: HHS will meet Adequate Yearly Progress (AYP) as determined by federal accountability measures.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Increase implementation of vertically and horizontally aligned TEKS based curriculum through increased use of the HISD Curriculum Resources in all core contents.		Leadership Team - Hannah, Hayes, Gummelt, Dept Leaders, Teachers	Curriculum Implementation Plan, Lesson plans, Eduphoria Reports			
	Funding Sources: Federal, State, Local - 0.00					
2) Support initiatives to extend learning for students through flexible scheduling of tutorials and help sessions.	1	Leadership Team - Hannah, Hayes, Gummelt, Counselors	Hillsboro University, Attendance rosters for tutorials			
	Funding Sources: Federal, State, Local - 0.00					
3) Provide effective summer school programs for students who did not meet passing requirements, for students to gain course credit, for ESL students, and, as determined through ARD, for special education students.		Leadership Team - Hannah, Hayes, Gummelt, Counselors	Summer school plan, attendance records, Progress report/report cards			
	Funding Sources: Federal, State, Local - 0.00					
4) Provide teachers with performance data analysis from state assessments, benchmarks, and CBA's through the use of DMAC.	1, 8	Leadership Team - Hannah, Hayes, Gummelt	Agendas from data meetings, records/sign in sheets, achievement records of students, DMAC reports.			
	Funding Sources: Federal, State, Local - 0.00					
5) Provide system for data analysis (DMAC) of state mandated tests and benchmarks to all teachers.	1, 8	Leadership Team - Hannah, Hayes, Gummelt	DMAC reports			
	Funding Sources: Federal, State, Local - 0.00					
6) Provide professional development on integrating technology into instructional management and teaching and learning.	4	Leadership Team - Hannah, Hayes, Gummelt	Tech Dept. and technology teachers. Reports, agendas, plans, integration of technology into lesson activities			
	Funding Sources: Federal, State, Local - 0.00					

7) Utilize technology to monitor teacher and student performance (DMAC, Eduphoria, Curriculum Documents)	1, 8	Leadership Team - Hannah, Hayes, Gummelt	Walk-through, lesson plans, and PDAS Observation reports Eduphoria reports, DMAC reports			
	Funding Sources: Federal, State, Local - 0.00					
8) Provide services and programs for special education students. Participate in planning meetings to improve coordination of services and scheduling to enhance learning for students.	1, 10	Leadership Team - Hannah, Hayes, Gummelt Special Education Teachers, General Ed Teachers, Counselors	Agenda/sign-in sheet for planning meetings, Eduphoria reports, Training records			
	Funding Sources: Federal, State, Local - 0.00					
9) Provide appropriate programs and support for bilingual / ESL learners (Newcomer classes, Independent English). Especially in the area of Reading / English for our ELL students...provide additional support through tutorials and research-based instruction.	10	Leadership Team - Hannah, Hayes, Gummelt, Dept Leaders, Teachers	Schedule for campus teachers and students, Lesson plans and observations of program implementation, Training records, Achievement records of ESL students			
	Funding Sources: Federal, State, Local - 0.00					
10) Provide appropriate programs and support for those students who have not met proficiency in Math. Provide additional support through tutorials and research-based instruction.		Leadership Team - Hannah, Hayes, Gummelt	Schedule for campus teachers and students, Lesson plans and observations of program implementation, Training records, Achievement records of students			
11) Provide appropriate programs and support for those students who have not met proficiency in ELA. Provide additional support through tutorials and research-based instruction.		Leadership Team - Hannah, Hayes, Gummelt	Schedule for campus teachers and students, Lesson plans and observations of program implementation, Training records, Achievement records of students			
						


Goal 1: HHS will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

Performance Objective 3: The percentage of HHS students receiving a Commended level on TAKS and Level III: Advanced in STAAR-EOC will increase by 20% in all core contents.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Increase implementation of vertically and horizontally aligned TEKS based curriculum through increased use of the HISD Curriculum Resources in all core contents.		Leadership Team - Hannah, Hayes, Gummelt, Dept Leaders, Teachers	Curriculum Implementation Plan, Lesson plans, Eduphoria Reports			
	Funding Sources: Federal, State, Local - 0.00					
2) Provide teachers with performance data analysis from state assessments, benchmarks, and CBA's through the use of DMAC.	1, 8	Leadership Team - Hannah, Hayes, Gummelt	Agendas from data meetings, records/sign in sheets, achievement records of students, DMAC reports.			
	Funding Sources: Federal, State, Local - 0.00					
3) Provide system for data analysis (DMAC) of state mandated tests and benchmarks to all teachers.	1, 8	Leadership Team - Hannah, Hayes, Gummelt	DMAC reports			
	Funding Sources: Federal, State, Local - 0.00					
4) Provide professional development on integrating technology into instructional management and teaching and learning.	4	Leadership Team - Hannah, Hayes, Gummelt	Tech Dept. and technology teachers' reports, agendas, plans, integration of technology into lesson activities			
	Funding Sources: Federal, State, Local - 0.00					
5) Utilize technology to monitor teacher and student performance (DMAC, Eduphoria, Curriculum Documents)	1, 8	Leadership Team - Hannah, Hayes, Gummelt	Walk-through, lesson plans, and PDAS Observation reports Eduphoria reports, DMAC reports			
	Funding Sources: Federal, State, Local - 0.00					
6) Provide services and programs for special education students. Participate in planning meetings to improve coordination of services and scheduling to enhance learning for students.	1, 10	Leadership Team - Hannah, Hayes, Gummelt Special Education Teachers, General Ed Teachers, Counselors	Agenda/sign-in sheet for planning meetings, Eduphoria reports, Training records			
	Funding Sources: Federal, State, Local - 0.00					

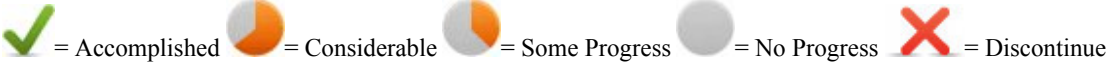
7) Provide appropriate programs and support for bilingual / ESL learners (Newcomer classes, Independent English). Especially in the area of Reading / English for our ELL students...provide additional support through tutorials and research-based instruction.	10	Leadership Team - Hannah, Hayes, Gummelt, Dept Leaders, Teachers	Schedule for campus teachers and students, Lesson plans and observations of program implementation, Training records, Achievement records of ESL students			
Funding Sources: Federal, State, Local - 0.00						
8) Provide appropriate programs and support for those students who have not met proficiency in Math. Provide additional support through tutorials and research-based instruction.		Leadership Team - Hannah, Hayes, Gummelt	Schedule for campus teachers and students, Lesson plans and observations of program implementation, Training records, Achievement records of students			
9) Provide appropriate programs and support for those students who have not met proficiency in ELA. Provide additional support through tutorials and research-based instruction.		Leadership Team - Hannah, Hayes, Gummelt	Schedule for campus teachers and students, Lesson plans and observations of program implementation, Training records, Achievement records of students			
						

Goal 1: HHS will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

Performance Objective 4: Completion Rate I will be maintained at an Exemplary level or higher.

Evaluation Data Source(s) 4:

Summative Evaluation 4:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Provide credit recovery and acceleration programs and monitoring of at risk students at the secondary level (CAI Lab and Eagle Academy)		Leadership Team - Hannah, Hayes, Gummelt, Counselors, Mr. Fulbright (Eagles Academy)	Roster of identified at-risk students, CAI reports			
	Funding Sources: Federal, State, Local - 0.00					
2) Provide academic support toward completion for continuing students who did not graduate in four years.		Leadership Team - Hannah, Hayes, Gummelt, Counselors, Mr. Fulbright (Eagles Academy)	Contact log, TAKS Exit Retest rosters/score reports, At Risk Coord. and Counselor records, support class schedule and attendance rosters, Completion reports			
	Funding Sources: Federal, State, Local - 0.00					
3) Provide teachers with performance data analysis from state assessments, benchmarks, and CBA's through the use of DMAC.	1, 8	Leadership Team - Hannah, Hayes, Gummelt	Agendas from data meetings, records/sign in sheets, achievement records of students, DMAC reports.			
	Funding Sources: Federal, State, Local - 0.00					
						

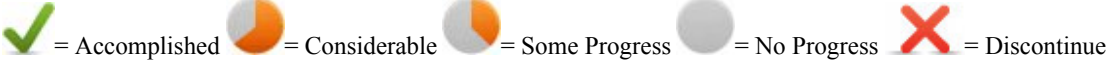
Goal 1: HHS will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

Performance Objective 5: HHS will meet performance requirements in each area as measured by the Performance Based Analysis System (PBMAS).

Evaluation Data Source(s) 5:

Summative Evaluation 5:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Increase implementation of vertically and horizontally aligned TEKS based curriculum through increased use of the HISD Curriculum Resources in all core contents.		Leadership Team - Hannah, Hayes, Gummelt, Dept Leaders, Teachers	Curriculum Implementation Plan, Lesson plans, Eduphoria Reports			
	Funding Sources: Federal, State, Local - 0.00					
2) Provide teachers with performance data analysis from state assessments, benchmarks, and CBA's through the use of of DMAC.	1, 8	Leadership Team - Hannah, Hayes, Gummelt	Agendas from data meetings, records/sign in sheets, achievement records of students, DMAC reports.			
	Funding Sources: Federal, State, Local - 0.00					
3) Provide system for data analysis (DMAC) of state mandated tests and benchmarks to all teachers.	1, 8	Leadership Team - Hannah, Hayes, Gummelt	DMAC reports			
	Funding Sources: Federal, State, Local - 0.00					
4) Provide professional development on integrating technology into instructional management and teaching and learning.	4	Leadership Team - Hannah, Hayes, Gummelt	Tech Dept. and technology teachers' reports, agendas, plans, integration of technology into lesson activities			
	Funding Sources: Federal, State, Local - 0.00					
5) Utilize technology to monitor teacher and student performance (DMAC, Eduphoria, Curriculum Documents)	1, 8	Leadership Team - Hannah, Hayes, Gummelt	Walk-through, lesson plans, and PDAS Observation reports Eduphoria reports, DMAC reports			
	Funding Sources: Federal, State, Local - 0.00					
6) Provide services and programs for special education students. Participate in planning meetings to improve coordination of services and scheduling to enhance learning for students.	1, 10	Leadership Team - Hannah, Hayes, Gummelt Special Education Teachers, General Ed Teachers, Counselors	Agenda/sign-in sheet for planning meetings, Eduphoria reports, Training records			
	Funding Sources: Federal, State, Local - 0.00					


7) Provide appropriate programs and support for bilingual / ESL learners (Newcomer classes, Independent English). Especially in the area of Reading / English for our ELL students...provide additional support through tutorials and research-based instruction.	10	Leadership Team - Hannah, Hayes, Gummelt, Dept Leaders, Teachers	Schedule for campus teachers and students, Lesson plans and observations of program implementation, Training records, Achievement records of ESL students			
	Funding Sources: Federal, State, Local - 0.00					
8) Provide appropriate programs and support for those students who have not met proficiency in Math. Provide additional support through tutorials and research-based instruction.		Leadership Team - Hannah, Hayes, Gummelt,	Schedule for campus teachers and students, Lesson plans and observations of program implementation, Training records, Achievement records of students			
9) Provide appropriate programs and support for those students who have not met proficiency in ELA. Provide additional support through tutorials and research-based instruction.		Leadership Team - Hannah, Hayes, Gummelt	Schedule for campus teachers and students, Lesson plans and observations of program implementation, Training records, Achievement records of students			
						

Goal 1: HHS will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

Performance Objective 6: The number of students graduating with dual credit, articulated credit or AP credit hours will make gains.

Evaluation Data Source(s) 6:

Summative Evaluation 6:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Support programs to meet the needs of gifted/advanced (PAP/AP) students through differentiated instruction, advanced course offerings, academic competitions and other extra-curricular programs.		Leadership Team - Hannah, Hayes, Gummelt, Counselors, Hill College Staff	Report on GT/PAP/AP Program activities, Report of teacher credentials, GT/PAP/AP teachers' lesson plans, Records of achievement for GT/PAP/AP students			
	Funding Sources: Federal, State, Local - 0.00					
2) Partner with Hill College to expand course offerings to students.		Leadership Team - Hannah, Hayes, Gummelt, Counselors, Hill College Staff	Course Lists Schedule of meetings with Hill College personnel			
	Funding Sources: Federal, State, Local - 0.00					
3) Provide teachers with performance data analysis from state assessments, benchmarks, and CBA's through the use of of DMAC.	1, 8	Leadership Team - Hannah, Hayes, Gummelt	Agendas from data meetings, records/sign in sheets, achievement records of students, DMAC reports.			
	Funding Sources: Federal, State, Local - 0.00					
4) Implement and Maintain Dual Credit Classes for qualifying Sophomores, Juniors and Seniors.		Leadership Team - Hannah, Hayes, Gummelt, Counselors, Hill College Staff	Course Lists Schedule of meetings with Hill College personnel			
	Funding Sources: Federal, State, Local - 0.00					
						

Goal 2: HHS has a high quality of staff / teachers and effective personnel that support the campus goal(s).

Performance Objective 1: HHS will meet No Child Left Behind (NCLB) Highly Qualified requirements for all teachers and paraprofessionals.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Maintain highly qualified teacher and paraprofessional status of 100%.	3	Leadership Team - Hannah, Hayes, Gummelt	HQ Report			
	Funding Sources: Federal, State, Local - 0.00					
2) Focus recruiting efforts on highly qualified professionals in critical needs areas.	3	Leadership Team - Hannah, Hayes, Gummelt	Hiring Data Report from HR Director			
	Funding Sources: Federal, State, Local - 0.00					
3) 3) Focus recruiting efforts on highly qualified professionals in critical needs areas...especially in Math and English.						
						

Goal 2: HHS has a high quality of staff / teachers and effective personnel that support the campus goal(s).

Performance Objective 2: HHS will reduce faculty turnover rate by 20% by providing competitive salaries, incentives, training and support.

Evaluation Data Source(s) 2:

Summative Evaluation 2:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Continue to implement local signing incentive program.	5	Leadership Team - Hannah, Hayes, Gummelt	Payroll records			
				Funding Sources: Federal, State, Local - 0.00		
2) Provide an effective teacher induction and mentoring program that provides on-going support to improve teaching and performance while promoting professional well-being.	3	Leadership Team - Hannah, Hayes, Gummelt Teacher Mentors	Training agendas and sign in sheets, teacher mentor assignment rosters, cluster meeting feedback, results of new teacher surveys.			
				Funding Sources: Federal, State, Local - 0.00		
3) Implement a comprehensive staff development plan that addresses the assessed needs of teachers and paraprofessionals to continuously improve the level of classroom instruction to meet the needs of HHS students.	4	Leadership Team - Hannah, Hayes, Gummelt	Needs assessment documents, Copy of results from surveys, Summer Academy planning guide, Participation reports from Eduphoria			
				Funding Sources: Federal, State, Local - 0.00		
4) 4) Recognize support staff and teachers for reaching high levels of success. HHS Employee of the Month Recognition.						
						

Goal 2: HHS has a high quality of staff / teachers and effective personnel that support the campus goal(s).

Performance Objective 3: HHS will increase minority teaching staff to align with district demographics.

Evaluation Data Source(s) 3:

Summative Evaluation 3:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Provide aggressive employee recruitment plan that includes positive marketing of district and participation in job fairs.	5	Leadership Team - Hannah, Hayes, Gummelt	Recruitment plan, Job fair schedule			
	Funding Sources: Federal, State, Local - 0.00					
2) Cooperate with partner universities and alternative certification programs to encourage minority student teachers in all programs with an emphasis on critical needs areas.	5	Leadership Team - Hannah, Hayes, Gummelt	Rosters and reports for participating teachers and participating universities			
	Funding Sources: Federal, State, Local - 0.00					
						

Goal 3: HHS has efficient and effective operations of facilities and grounds that are conducive to a safe and positive teaching and learning environment.

Performance Objective 1: HHS will provide quality facilities and learning environments that meet or exceed state guidelines.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Continue to assess facility needs of the campus; report to the Board on needs of the campus and programmatic area including recommendations for improvement.		Leadership Team - Hannah, Hayes, Gummelt, Dept Leaders, Teachers	Reports to Board, Campus need assessment			
Funding Sources: Federal, State, Local - 0.00						
						

Goal 3: HHS has efficient and effective operations of facilities and grounds that are conducive to a safe and positive teaching and learning environment.

Performance Objective 2: HHS will provide efficient operation and a high level of quality in all support service operations.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Assess support service operations and find areas to improve efficiency.		Leadership Team - Hannah, Hayes, Gummelt	Report to Superintendent			
	Funding Sources: Federal, State, Local - 0.00					
2) Continue to provide a food service program that meets Child Nutrition guidelines and that provides quality food options for students.		Leadership Team - Hannah, Hayes, Gummelt, Cafeteria Director	Report to Superintendent			
	Funding Sources: Federal, State, Local - 0.00					
						






Goal 3: HHS has efficient and effective operations of facilities and grounds that are conducive to a safe and positive teaching and learning environment.

Performance Objective 3: HHS will provide safe teaching and learning environments on all campuses.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Monitor the disciplinary referrals to identify trends. Support campus based behavior intervention programs and alternative programming for students removed from campus for disciplinary reasons.		Leadership Team - Hannah, Hayes, Gummelt,	Campus reports, Annual report to Supt., Board and Public			
	Funding Sources: Federal, State, Local - 0.00					
2) Participate in character and drug awareness programs, including bullying.		Leadership Team - Hannah, Hayes, Gummelt Teachers, Counselors	Schedules for counselor, Annual report			
	Funding Sources: Federal, State, Local - 0.00					
3) Continue to evaluate and revise the Emergency Operations and Crisis Plan.		Leadership Team - Hannah, Hayes, Gummelt	Report to Supt.			
	Funding Sources: Federal, State, Local - 0.00					
4) Continue to provide ID badges and support usage at all times.		Leadership Team - Hannah, Hayes, Gummelt, Dept Leaders, Teachers	Evidence of expectation and usage for all campus employees			
	Funding Sources: Federal, State, Local - 0.00					
5) Continue to support implementation of recommendations for controlled access to buildings.		Leadership Team - Hannah, Hayes, Gummelt	Report to Supt.			
	Funding Sources: Federal, State, Local - 0.00					
6) Continue to support use of visitor sign-in and badge systems.		Leadership Team - Hannah, Hayes, Gummelt Front Office Staff, Teachers	Reports from electronic sign-in systems			
	Funding Sources: Federal, State, Local - 0.00					

7) Continue to seek ways to increase safety of students and staff at campus and on all school buses (camera monitoring systems, facility upgrades, traffic patterns, monitoring of procedures)		Leadership Team - Hannah, Hayes, Gummelt	Report to Supt.			
Funding Sources: Federal, State, Local - 0.00						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 4: HHS has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders.

Performance Objective 1: HHS will provide parent and community involvement opportunities.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Implement an effective Campus Improvement Committee (CIC) whose membership is reflective of the campus and includes community, parents and business representatives.	6	Leadership Team - Hannah, Hayes, Gummelt	Agendas/minutes of CIC meetings			
				Funding Sources: Federal, State, Local - 0.00		
2) Host a Community Breakfast during public school week to increase dialogue with community about the activities of the campus.	6	Leadership Team - Hannah, Hayes, Gummelt, Dept Leaders, Teachers	Newspaper articles/pictures, Parent contact via phone			
				Funding Sources: Federal, State, Local - 0.00		
3) HHS will spotlight learning through the district wide expo of excellent showcase.	6	Leadership Team - Hannah, Hayes, Gummelt	Agendas from planning meetings, schedule and layout of expo, program from event, newspaper articles.			
				Funding Sources: Federal, State, Local - 0.00		
						

Goal 4: HHS has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders.

Performance Objective 2: HHS will provide opportunities for stakeholders (parents, community, business as well as school personnel) to participate in planning.

Evaluation Data Source(s) 2:

Summative Evaluation 2:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Continue to solicit input from all stakeholders (teachers, staff, students, parents, and community) to plan and make recommendations for campus improvement.	6	Leadership Team - Hannah, Hayes, Gummelt, Counselors	Agendas/records from collaborative meetings with groups from campus and community			
	Funding Sources: Federal, State, Local - 0.00					
						

Goal 4: HHS has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders.

Performance Objective 3: HHS will partner with local businesses and organizations to enhance learning for students.

Evaluation Data Source(s) 3:

Summative Evaluation 3:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Continue to partner with Brazos Valley Equipment, Centex Trailers, Monsanto Seed Crop, Tipton International, Gebos, and Bobcat Contracting to provide enhanced educational opportunities for students in CTE courses.		Leadership Team - Hannah, Hayes, Gummelt, Mr. Davis, Mr. Jenkins, Mrs. Kolar	Copies of correspondence with business, receipts, etc.			
	Funding Sources: Federal, State, Local - 0.00					
2) Continue to partner with Hill College to provide dual credit courses for HHS students		Leadership Team - Hannah, Hayes, Gummelt, Counselors, Hill College Staff	Copies of correspondence with Hill College, course rosters.			
	Funding Sources: Federal, State, Local - 0.00					
3) Continue to partner with Young Animal Clinic to provide students with health management of animal projects.		Leadership Team - Hannah, Hayes, Gummelt, Mrs. Kolar	Copies of correspondence, schedules of meetings.			
	Funding Sources: Federal, State, Local - 0.00					
4) Continue to partner with Airgas at Waco to provide tours of local fabrication facilities and employment of graduates.		Leadership Team - Hannah, Hayes, Gummelt, Mr. Davis, Mr. Jenkins, Mrs. Kolar	Copies of correspondence, tour agendas.			
	Funding Sources: Federal, State, Local - 0.00					
5) Implement and maintain a program that promotes career co-op classes for students who hold jobs outside of HHS.		Leadership Team - Hannah, Hayes, Gummelt, Mr. Woody	Class Rosters Documentation from HHS Documentation from Employers			
						

Goal 4: HHS has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders.

Performance Objective 4: HHS will increase community awareness of school related issues and activities.

Evaluation Data Source(s) 4:

Summative Evaluation 4:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Continue to partner with The Reporter Newspaper and KHBR to provide school information through newspaper articles/pictures and through radio programs and announcements.	6	Leadership Team - Hannah, Hayes, Gummelt, Teachers, Counselors, Mr. Adams, Coaching Staff	Copies of pictures, articles from newspaper			
				Funding Sources: Federal, State, Local - 0.00		
2) Provide parent meetings to inform parents of current issues of interest on campus.	6	Leadership Team - Hannah, Hayes, Gummelt, Teachers, Counselors	Agendas from parent meetings			
				Funding Sources: Federal, State, Local - 0.00		
3) Provide, as often as possible, communication in the native language of those parents who do not speak English.	6	Leadership Team - Hannah, Hayes, Gummelt, Teachers, Counselors	Copies of information in native language, Translator			
				Funding Sources: Federal, State, Local - 0.00		
4) Provide a campus website to enhance communication efforts.	6	Leadership Team - Hannah, Hayes, Gummelt, Mrs. Nanny, Mrs. Davis, Mrs. Chilton	Website available to public, Observation and review of information posted			
				Funding Sources: Federal, State, Local - 0.00		
5) Provide presentations to local clubs and organizations about the activities of the campus.	6	Leadership Team - Hannah, Hayes, Gummelt, Teachers, Sponsors, Counselors	Record of presentation dates			
				Funding Sources: Federal, State, Local - 0.00		
						

Goal 5: HHS has a variety of successful extracurricular opportunities.

Performance Objective 1: HHS will increase the number and quality of extracurricular organizations available to students in academic, fine arts, and vocational areas.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Hire and retain quality personnel for all extracurricular areas.	3	Leadership Team - Hannah, Hayes, Gummelt	Staff records, Performance records			
				Funding Sources: Federal, State, Local - 0.00		
2) Develop related CTE student organizations.		Leadership Team - Hannah, Hayes, Gummelt, CTE Teachers, Counselors	Campus report to Superintendent			
				Funding Sources: Federal, State, Local - 0.00		
3) Develop student academic organizations.		Leadership Team - Hannah, Hayes, Gummelt, Teachers, Counselors	Campus report to Superintendent			
				Funding Sources: Federal, State, Local - 0.00		
4) Increase enrollment in CTE classes among all students.		Leadership Team - Hannah, Hayes, Gummelt, CTE Teachers, Counselors	Class Rosters			
				Funding Sources: Federal, State, Local - 0.00		
5) Increase certificates earned by all students in CTE courses		Leadership Team - Hannah, Hayes, Gummelt, CTE Teachers, Counselors	Documentation of Certificates earned			
				Funding Sources: Federal, State, Local - 0.00		
6) CTE teachers receive the appropriate training hours and certification to instruct and test students to earn student certificates		Leadership Team - Hannah, Hayes, Gummelt, Teachers, Counselors	Documentation of Teacher training hours Documentation of Teacher Certification Documentation of Certificates earned by students			
				Funding Sources: Federal, State, Local - 0.00		
						

Goal 5: HHS has a variety of successful extracurricular opportunities.

Performance Objective 2: HHS will provide quality athletic programs that provide opportunity for successful student competition and performance.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

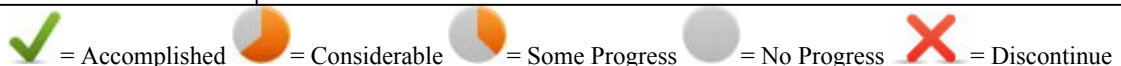
Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Hire and retain quality personnel for all extracurricular areas.	3	Leadership Team - Hannah, Hayes, Gummelt	Staff records, Performance records			
				Funding Sources: Federal, State, Local - 0.00		
2) Promote good sportsmanship, healthy competition, and good character through athletic programs.		Leadership Team - Hannah, Hayes, Gummelt, Mr. Adams, Coaching Staff	Copies of expectations			
				Funding Sources: Federal, State, Local - 0.00		
						

Goal 5: HHS has a variety of successful extracurricular opportunities.

Performance Objective 3: HHS will provide excellent fine arts and academic UIL programs that provide opportunity for successful student competition and performance.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Hire and retain quality personnel for all extracurricular areas.	3	Leadership Team - Hannah, Hayes, Gummelt, Morris	Staff records, Performance records			
				Funding Sources: Federal, State, Local - 0.00		
2) Band will compete in UIL competition, invitational competitions, and provide community performances.		Leadership Team - Hannah, Hayes, Gummelt, Mr. Cox	Competition entry forms, UIL eligibility forms, programs from performances.			
				Funding Sources: Federal, State, Local - 0.00		
3) Theater will compete in UIL One Act Play competition, invitational competitions, and provide community performances.		Leadership Team - Hannah, Hayes, Gummelt, Mrs. Gregory	Competition entry forms, UIL eligibility forms, programs from performances.			
				Funding Sources: Federal, State, Local - 0.00		
						






Goal 6: HHS is an outstanding campus working toward superior levels.

Performance Objective 1: HHS will meet or exceed expectations on the local accountability scorecard.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Participate in training for district principals and assistant principals who conduct teacher appraisals to ensure consistent analysis of classroom instructional practices.	4	Leadership Team - Hannah, Hayes, Gummelt	Agendas/sign-in sheets from sessions, Review of evaluation data in Eduphoria			
	Funding Sources: Federal, State, Local - 0.00					
2) HHS will participate in effective campus planning procedures to ensure that continuous improvement process where systems and programs are constantly evaluated and revised for improvement.		Leadership Team - Hannah, Hayes, Gummelt, Counselors	Campus plans, Report from planning procedures, Agendas from CIC meetings			
	Funding Sources: Federal, State, Local - 0.00					
3) HHS will report student data that reflects progress toward the goal each six weeks. Reports will include interventions for students who are not at the acceptable level of performance and how those students are being monitored.	1, 9	Leadership Team - Hannah, Hayes, Gummelt, Counselors	Copies of reports, Improvement on benchmark assessments, Monitoring logs, Student achievement records			
	Funding Sources: Federal, State, Local - 0.00					
4) HHS will have an effective Campus Improvement Committee (CIC) whose membership is made up of parents, teachers, community and business representatives who will make recommendations about campus improvement.	6	Leadership Team - Hannah, Hayes, Gummelt, Counselors	Schedule for CIC meetings, Agendas, Membership rosters, Campus plans			
	Funding Sources: Federal, State, Local - 0.00					
5) HHS will provide coordinated intervention programs for at-risk students that will focus on assessed individual needs of students.	9	Leadership Team - Hannah, Hayes, Gummelt, Counselors	Reports from counselor, Principal reports, Student achievement data			
	Funding Sources: Federal, State, Local - 0.00					
6) HHS will participate in district curriculum management system.		Leadership Team - Hannah, Hayes, Gummelt	Lesson plans/classroom observations compared to curriculum documents			
	Funding Sources: Federal, State, Local - 0.00					
7) HHS will monitor teacher effectiveness through frequent classroom walk-throughs and observations and take actions as determined by the observations in a timely manner.	1	Leadership Team - Hannah, Hayes, Gummelt	Reports in Eduphoria			
	Funding Sources: Federal, State, Local - 0.00					

8) HHS will implement the Coordinated School Health Program selected by the district.		Leadership Team - Hannah, Hayes, Gummelt, Mrs. Henderson				
Funding Sources: Federal, State, Local - 0.00						
9) HHS will maintain acceptable pregnancy related services by providing any pregnant student with an opportunity to continue their education at Eagle's Academy. This will allow student(s) the opportunity to continue and earn credits during the pregnancy. HHS will provide the pregnant student(s) with a chrome book so they can work from home and at the time they become home bound, the student can work from during this time.		Leadership Team - Hannah, Hayes, Gummelt, and Counselors. Also the Admin and Staff at Eagle's Academy - Mr. Fulbright.	Attendance, CAI reports, transcripts, reports from administrators, teachers, and counselors.			
10) HHS will maintain acceptable guidelines, results, and documentation in regards to the campus-wide / 100 % participation Fitness Gram Program.		Leadership Team - Hannah, Hayes, Gummelt, PE teachers, and coaches.	Documentation of 100 % participation and students results.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	15	Provide appropriate programs and support for Special Ed students who have not met proficiency in ELA. Provide additional support through tutorials and research-based instruction from both Special Ed teachers and Regular Ed teachers. Increase Co-Teaching opportunities with both Special Ed teachers and Regular Ed teachers.
1	1	16	Provide appropriate programs and support for Special Ed students who have not met proficiency in Math. Provide additional support through tutorials and research-based instruction from both Special Ed teachers and Regular Ed teachers. Increase Co-Teaching opportunities with both Special Ed teachers and Regular Ed teachers.