

Snyder Independent School District



SNYDER
P-TECH HIGH SCHOOL

Snyder High School

2026-2027 Campus Improvement Plan

Mission Statement

Snyder High School is to equip everyone to pursue excellence every day.

Vision

Snyder High School expects everyone to be authentically engaged and accountable for the success of all.

Value Statement

Every day at Snyder High School, students will:

Feel heard, valued, and supported physically and emotionally

Receive high-quality, differentiated, and engaging instruction

Be empowered to take ownership of their learning and future

Be supported by adults committed to their success through high expectations and leadership opportunities

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Goals

Goal 1

Goal 1: Student Achievement, Growth, and Closing the Gaps
Goal: Snyder High School will maintain strong overall academic performance while increasing student growth and closing achievement gaps in EOC-tested courses.

Performance Objective 1 High Priority

Maintain rigorous, standards-aligned Tier I instruction in all core classrooms.

Evaluation Data Source: Maintain rigorous, standards-aligned Tier I instruction in all core classrooms.

Performance Objective 2

Objective 1: Increase student achievement, academic growth, and performance in EOC-tested courses through strong Tier I instruction.

Evaluation Data Source: PLC artifacts; walkthroughs; instructional rounds; student work; common assessments; EOC benchmarks; STAAR EOC results

Strategy 1

Core teachers will implement rigorous grade-level instruction using district-approved materials and use PLCs to internalize lessons, analyze student work, anticipate misconceptions, and plan checks for understanding.

Strategy's Expected Result/Impact: Increase student achievement

Staff Responsible for Monitoring: department chairs, PLC leaders and administration

TEA Priorities: Improve low-performing schools

Formative Reviews

December

February

April

June

Goal 2

Goal 2: Data Analysis, Intervention, and Student Success
Goal: Snyder High School will use student-level data to provide timely intervention, prevent course failure, and increase successful completion of EOC and graduation requirements.

Performance Objective 1

Objective 2: Strengthen the use of student-level data to prevent course failure and improve EOC performance.

Evaluation Data Source: Data HUB; PLC documentation; intervention schedules; student trackers; course grades; benchmark/EOC data; reassessment results

Strategy 1

Core teams will review student-level data at least every three weeks using assessments, course performance, student work, and EOC evidence. Teams will establish an instructional response, owner, timeline, and reassessment.

Strategy's Expected Result/Impact: Students who are not demonstrating mastery will receive timely support

Staff Responsible for Monitoring: Teachers, PLC Leads, Department Chairs

Formative Reviews

December

February

April

June

Goal 3

Goal 3: CCMR and Postsecondary Readiness
Goal: Snyder High School will increase the percentage of graduates meeting College, Career, or Military Readiness and ensure students leave Snyder ISD with a clear postsecondary pathway.

Performance Objective 1

3. CCMR and Graduation Readiness
Increase the percentage of students graduating college, career, or military ready and on time.

Evaluation Data Source: CCMR tracker; graduation tracker; IBC data; dual-credit completion; TSI/SAT/ACT data; credit accumulation; senior status reviews

Strategy 1

Counselors, CTE staff, teachers, and administrators will maintain a student-level CCMR/ graduation tracker, identify a pathway for each student, and regularly review students who are not yet on track.

Strategy's Expected Result/Impact: greater CCMR results

Staff Responsible for Monitoring: Counselors, CTE Staff & administrators

Formative Reviews

December	February	April	June
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Goal 4

Goal 4: Teacher Capacity, PLCs, and Coaching
Goal: Snyder High School will build teacher capacity through consistent PLCs, actionable feedback, differentiated coaching, and professional learning.

Performance Objective 1

Increase teacher effectiveness through consistent collaboration and feedback.

Evaluation Data Source: PLC schedule
GBF tracker
Coaching/data records
Coaching evidence
Coaching caseload
Rounds/PD evidence

Strategy 1

Core teams will participate in two PLCs weekly, and every teacher will receive observation and actionable feedback at least biweekly. Coaching will target the highest-leverage instructional need and include follow-up.

Strategy's Expected Result/Impact: Teacher effectiveness will increase which will increase students outcomes

Staff Responsible for Monitoring: Instructional coaches, department heads, administration

Formative Reviews

December	February	April	June
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Goal 5

Goal 5: Culture, Attendance, Graduation, and Student Belonging

Performance Objective 1

Increase attendance, student engagement, course completion, and successful graduation.

Evaluation Data Source: Attendance/chronic absenteeism data; failure lists; credit reports; graduation tracker; intervention records; parent contact; student support documentation

Strategy 1

Campus teams will routinely identify students demonstrating attendance, behavior, course-failure, or credit concerns and provide coordinated academic, counseling, family, and intervention support.

Strategy's Expected Result/Impact: Greater student outcomes

Formative Reviews

December

February

April

June