



2026-2027
Hitchcock High School
Campus Improvement Plan

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Fine Arts/CTE Administrator

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Assistant Principal

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Mission Statement

The mission of Hitchcock High School is to produce contributing citizens prepared for life-long learning, providing opportunities that will maximize their growth- educationally, emotionally, and physically, to be successful in whichever path they choose in their post-graduate life.

Vision

Equipping and empowering all learners to achieve excellence, confidently lead, and positively contribute to an ever-changing world.

Our

Motto

“Ready to Take the Next Step”

Goals

Goal #1: Make academic achievement and student performance the primary priority of Hitchcock High School.

Goal #2: Recruit, Reward, and Retain Highly Qualified Staff.

Goal #3: Maintain a safe and disciplined environment conducive to learning.

Goal #4: Maximize fiscal responsibility to provide for operational effectiveness and facility maintenance

Goal #5: Parent and community-based engagement

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Comprehensive Needs Assessment

1. Campus Overview & Demographics Profile

This section provides a snapshot of the current campus landscape. Use the most recent TAPR or PEIMS data to populate these fields.

Category	Enrollment / Count	Percentage
Total Enrollment	519	100%
Economically Disadvantaged	158	28%
Emergent Bilinguals (EB/EL)	45	9%
Special Education (SPED)	87	17%
Section 504	50	10%
At-Risk	211	41%
Gifted & Talented (GT)	26	5%
Attendance Rate (Current Year)	493	95%

2. CNA Committee & Stakeholder Roster

Per TEC §11.253, the committee must include campus professional staff, parents, community members, and business representatives.

Role	Name	Signature / Verification
Principal	Donette L. Line	
District Librarian	Corie Jamison	
Fine Arts/CTE Administrator	Jon Reese	
Assistant Principal	Jody Richards	
Teacher (Core)	Tobi Holthusen	
Teacher (Special Programs)	Elise Donnow	
Paraprofessional/Support Staff	Taylor Lewis	
Parent Representative	Krista Kilsby	
Community Representative	Kitty Vanskike	

Role	Name	Signature / Verification
Business Representative		
District Level Representative	Dr. Keri Launius	

3. Data Sources Evaluated

The following data sources were reviewed by the committee to inform findings.

- **Academic Performance:** STAAR/EOC Results, TELPAS, Local Benchmarks, CCMR Readiness Indicators.
- **Student Data:** Attendance Records, Discipline/PEIMS Reports, Graduation/Dropout Rates.
- **Staff Data:** Teacher Retention Rates, Professional Development Feedback.
- **Climate & Culture:** Safety Audits.
- **Curriculum:** Lesson Plans, Tier 1 Instructional Observations, RTI/MTSS Progress Monitoring.

4. Comprehensive Data Analysis & Findings

Area 1: Demographics & Special Populations

Strengths Identified	Identified Needs / Gaps
1. Sped performance in Biology	1. Overall performance of Sped on EOCs except in Biology
2. EB performance in ELA I	2. Drop in overall enrollment

Area 2: Student Achievement & Academic Growth

Strengths Identified	Identified Needs / Gaps
1. Overall STAAR achievement improved in 4/5 subjects	1. Need to increase the number of students who reach the Masters level on STAAR EOC

Strengths Identified	Identified Needs / Gaps
2. CCMR results	2. Mathematics achievement remains significantly below state performance

Area 3: School Culture, Climate, & Discipline

Strengths Identified	Identified Needs / Gaps
1. Decrease in school safety-related incidents from 1st to 2nd semester of the 25-26 school year	1. High number of students losing course credit due to excessive absences.
2. Added a 2nd counselor to assist in SEL needs	2. Seniors having a post-graduation plan

Area 4: Curriculum, Instruction, & Assessment

Strengths Identified	Identified Needs / Gaps
1. TTR implementation as it relates to Teach	1. The number of classes using Edgenuity
2.	2. HB1416 implementation

Area 5: Staff Quality, Recruitment, & Retention

Focus: Certification status, teacher experience levels, and targeted professional development needs.

Strengths Identified	Identified Needs / Gaps
1. Retained the strongest teachers	1. The number of teachers not certified in the content they are teaching
2. The strongest teachers retained hired the new teachers to the campus	2. Content specific professional development focusing on rigor

5. Priority Needs & Summary of Root Causes

Priority Need (The "What")	Root Cause (The "Why")	Evidence / Data Point
Need to increase the number of students who reach the Master's level on STAAR EOC	Focus has not been on the appropriate depth of learning	2026 STAAR Data Walk-through Data
High number of students losing course credit due to excessive absences.	Lack of accountability and a disconnect between attendance and educational success	PEIMS Data Number of students in Credit Recovery and did not meet graduation requirements
Overall performance of Sped on EOCs except in Biology	Lack of differentiation in the classroom.	2026 STAAR Data Walk-through Data

6. Strategic Alignment to Campus Improvement Plan (CIP)

Guidance for Teams: Use the needs identified above to draft your SMART goals for the upcoming academic year. Each Priority Need should align with a specific Strategy and Budget Allocation in the CIP.

Goal 1 — STAAR EOC Masters

Priority Need: Increase the number of students reaching Masters Grade Level on STAAR EOCs.

SMART Goal: By the end of the 2026–27 school year, Hitchcock High School will increase the percentage of students achieving Masters Grade Level across all STAAR EOC assessments from 9% to 14%, as measured by 2027 STAAR EOC results.

Goal 2 — Student Attendance

Priority Need: Student absenteeism is negatively impacting instructional time, course completion, and students’ ability to earn course credit.

SMART Goal: By the end of the 2026–27 school year, Hitchcock High School will increase the overall student attendance to 96%, as measured by PEIMS attendance data.

Goal 3 — SPED EOC Achievement

Priority Need: Achievement gaps for students receiving special education services across STAAR EOC content areas, particularly in ELA and mathematics.

SMART Goal: By the end of the 2026–27 school year, Hitchcock High School will increase the percentage of students receiving special education services achieving Meets Grade Level or Above across STAAR EOC assessments from 32% to 49%, as measured by 2027 STAAR EOC results.

Regular monitoring and revision

The leadership team will review the campus improvement plan goals in October, January, April, and June. Revisions will be made based on the progress of the plan and suggestions of the committee. Students who are not meeting academic standards, both locally and statewide, will be closely monitored through iReady for interventions before, during, and after school.

Available to parents and community in an understandable format and language

The Campus Improvement Plan (CIP) is located on the campus website and is available to all stakeholders in English and Spanish. A hard copy of the CIP is available upon request.

Annually evaluate the schoolwide plan

The CIP plan goals were discussed at the September 26 and October 1 meetings.

We met on September 25, 2026, to set goals for the 2026-2027 school year in all EOCs, attendance, and graduation rates. Goals were based on benchmark data and MAP progress monitoring data. Goals were reviewed and adjusted during the year when preliminary STAAR data was released.

Demographics Strengths

The close-knit community and small student population allow for a complete understanding of individual family dynamics and allow for an authentic connection to each student.

Demographic Needs

- Increase academic, advancement, and enrichment opportunities for students.
- Increase communication with families (including non-English speakers).
- Increase opportunities for family and community participation and education

Student Academic Achievement

Student Academic Achievement Summary

2025 Campus Performance on State Accountability

- Overall Performance: 87 out of 100 (B)
- Student Achievement: 86 out of 100 (B)
- School Progress: 86 out of 100 (B)
- Closing the Gaps: 89 out of 100 (B)
- Distinction Designation: Top 25% Comparative Closing the Gaps

2024 Campus Performance on State Accountability

- Overall Performance: 83 out of 100 (B)
- Student Achievement: 85 out of 100 (B)
- School Progress: 85 out of 100 (B)
- Closing the Gaps: 77 out of 100 (C)
- Distinction Designation: Postsecondary Readiness

2023 Campus Performance on State Accountability

- Overall Performance: 87 out of 100 (B)
- Student Achievement: 85 out of 100 (B)
- School Progress: 87 out of 100 (B)
- Closing the Gaps: 86 out of 100 (B)

- Distinction Designation: Top 25% Comparative Closing the Gaps

Goals and Performance Objectives

Goal #1: Make academic achievement and student performance the priority of Hitchcock High School.

Performance Objective 1: 14% of students will reach the Masters level on the STAAR EOC

Performance Objective 2: 75% of EB students will move up a level on TELPAS

Evaluation Data Sources/Evidence Demonstrating Progress: lesson plans, progress monitoring, student assessment scores, meeting/activity documentation (minutes, agendas, participant attendance, etc.).

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)					
Ongoing collection/evaluation/disaggregation of data and utilization of data to drive/differentiate/scaffold instruction and interventions.	Title I: for Coordination of School Improvement (Instructional Coach); Local Funds	Teachers, Principals	Oct	Dec	Feb	Apr	Jun	Aug
Thorough pre-planning of lessons for instruction and intervention to include high-level questions, engaging and rigorous activities, instructional strategies, and differentiated instruction.		Teachers, Principals	Oct	Dec	Feb	Apr	Jun	Aug
Ongoing monitoring to include: instruction, student progress, special programs, master scheduling, student support, and professional development, etc.		Principals	Oct	Dec	Feb	Apr	Jun	Aug
Consistent use of paper-and-pencil tasks and hands-on learning activities to increase student engagement and academic		Teachers, Principal,	Oct	Dec	Feb	Apr	Jun	Aug

achievement.		District Coordinators						
Ongoing focus and implementation of the components of TTR.		Teachers, Campus Leadership Team	Oct	Dec	Feb	Apr	Jun	Aug
Ongoing encouragement and positive incentives to students – to include student awards ceremonies, student awards, promotion of the importance of assessments, and opportunities earned through academic achievement.		Teachers, Principals	Oct	Dec	Feb	Apr	Jun	Aug
Provide academic field trips to all grade levels, materials, and targeted intervention resources, to ensure the mastery of required TEKS for all students.		Teachers, Principals	Oct	Dec	Feb	Apr	Jun	Aug
For Reviews: ✓ = Working Well C = Completed OG = On-going NI = Needs Improvement								

*For NI, adjustments needed

Goal #1: Make academic achievement and student performance the priority of Hitchcock High School.

Performance Objective 3: Decrease the achievement gap between special populations of students (socio-economic status, ethnicity, Special Education, English Language Learners, etc.) to achieve “Met Standard” in “Closing the Gaps” on State Accountability.

Evaluation Data Sources/Evidence Demonstrating Progress: lesson plans, progress monitoring, student assessment scores, special programs documentation, meeting/activity documents (minutes, agendas, participant attendance, etc.)

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)					
Staff training in effective differentiation strategies and best practices related to students with individualized needs (English Learners, Dyslexia, low socio-economic students, etc.).	263, Local	Teachers, Principals, District Coordinators	Oct	Dec	Feb	Apr	Jun	Aug
Ongoing data disaggregation and monitoring of instruction.		Teachers, Principals	Oct	Dec	Feb	Apr	Jun	Aug
For the 2026-27 school year, provide professional development to increase district-wide support for Special Education.		Principals	Oct	Dec	Feb	Apr	Jun	Aug
Referral to special programs (Response to Intervention, Section 504, Dyslexia, ESL, Special Education, etc.) as appropriate to ensure effective/appropriate ongoing support and accommodations for students.		Teachers, Principals, District Coordinators	Oct	Dec	Feb	Apr	Jun	Aug
Effective and compliant operations to ensure students in special programs are identified, provided ongoing support as needed, and utilize accommodations/modifications as required.		Principals, District Coordinators	Oct	Dec	Feb	Apr	Jun	Aug
Students will be responsible for tracking all of their unit tests, i-Ready, and benchmark data.		Teachers, Principals	Oct	Dec	Feb	Apr	Jun	Aug

Teachers will conduct data meetings with students after each unit test, i-Ready, and benchmark exam.		Teachers, Principals	Oct	Dec	Feb	Apr	Jun	Aug
Use Edgenuity Virtual Tutoring courses to close gaps for students taking SAT, ACT, TSIA, and ASVAB.		Teachers	Oct	Dec	Feb	Apr	Jun	Aug
For Reviews: ✓ = Working Well C = Completed OG = On-going NI = Needs Improvement								

*For NI, adjustments needed:

Goal #1: Make academic achievement and student performance the priority of Hitchcock High School.

Performance Objective 4: Hitchcock High School will increase student average daily attendance to 96%.

Evaluation Data Sources/Evidence Demonstrating Progress: attendance data, student participation in incentives, attendance letters and documentation of communication and follow-up.

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)					
Accurately record/monitor daily attendance; plan for making up work, making up lost instruction, and making up time.	General Funds	Teachers, PEIMS,, Principals	Oct	Dec	Feb	Apr	Jun	Aug
Individual and campus attendance incentives every 9 weeks for students who have 96% attendance rate or better.		Teachers, Principals	Oct	Dec	Feb	Apr	Jun	Aug
Ongoing parent notification/communication, documentation letters, and follow-up.		Teachers, Principals,	Oct	Dec	Feb	Apr	Jun	Aug
School Officers and Administration will conduct home visits to speak to parents regarding the requirements of attendance, as well as welfare checks.		SLO, Principals	Oct	Dec	Feb	Apr	Jun	Aug
For Reviews: ✓ = Working Well C = Completed OG = On-going NI = Needs Improvement								

*For NI, adjustments needed:

Goal #2: Recruit, Reward, and Retain Highly Qualified Staff.

Performance Objective 1: Maintain current retention rate.

Performance Objective 2: Campus-wide ongoing focus on culture and climate.

Evaluation Data Sources/Evidence Demonstrating Progress: staff hiring and salary documentation, staff surveys.

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)					
Administrators will participate in ongoing recruitment activities (publish open positions, attend job fairs, etc.).	General Funds	Principal	Oct	Dec	Feb	Apr	Jun	Aug
Continue to provide support for all staff members by providing PLCs and monthly professional development.		Superintendent, Principal	Oct	Dec	Feb	Apr	Jun	Aug
Ensure ongoing communication with staff and increase transparency through weekly calendar updates, staff meetings, and monthly PDs.		Principal	Oct	Dec	Feb	Apr	Jun	Aug
Ensure ongoing growth and increased effectiveness of campus staff by providing ongoing professional development activities, webinars, and access to conferences and workshops.		Superintendent, Principal	Oct	Dec	Feb	Apr	Jun	Aug
Provide incentives and recognition for faculty and staff members.		Principal,	Oct	Dec	Feb	Apr	Jun	Aug
Ongoing activities and monitoring to improve school culture and climate.		Principal	Oct	Dec	Feb	Apr	Jun	Aug
For Reviews: ✓ = Working Well C = Completed OG = On-going NI = Needs Improvement								

*For NI, adjustments needed:

Goal #3: Maintain a safe and disciplined environment conducive to learning.

Performance Objective 1: 20% decrease in the number of DAEP assignments for the use of vapes

Evaluation Data Sources/Evidence Demonstrating Progress: discipline data, classroom walk-through documentation.

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)					
Build positive, encouraging relationships with students, and utilize 1-on-1 student conferences with counselors and administrators.	General Funds	Teachers, Principals	Oct	Dec	Feb	Apr	Jun	Aug
Make positive contacts with parents through Skyward, Apptegy, and phone calls.		Teachers, Principals	Oct	Dec	Feb	Apr	Jun	Aug
Creation/implementation of campus-wide student incentives, rewards, and recognition.		Teachers, Principals,	Oct	Dec	Feb	Apr	Jun	Aug
Ensure discipline placements are appropriate and aligned to legal requirements.		Principals	Oct	Dec	Feb	Apr	Jun	Aug
For Reviews: ✓ = Working Well C = Completed OG = On-going NI = Needs Improvement								

*For NI, adjustments needed:

Goal #3: Maintain a safe and disciplined environment conducive to learning.

Performance Objective 2: When surveyed, students, staff, and parents will report feeling the campus is a safe and secure learning environment.

Evaluation Data Sources/Evidence Demonstrating Progress: visitor logs, maintenance logs.

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)					
Ensure/check that doors are secured after entry/exit – always remove anything preventing doors from locking.	General Funds	All Staff	Oct	Dec	Feb	Apr	Jun	Aug
Ensure all visitors enter through the main door and sign in to the school visitor management system (escort any non-registered visitor to the office immediately) – teach students not to open doors for anyone.		All Staff	Oct	Dec	Feb	Apr	Jun	Aug
Monitor safety/security; advertise/inform public/community of the sign-in system; educate staff; convey school policy to parents; stress student safety.		Superintendent, Principals,	Oct	Dec	Feb	Apr	Jun	Aug
Ensure regular maintenance of building – regularly check door mechanisms; repair keys and/or door mechanisms as needed.		Maintenance Director	Oct	Dec	Feb	Apr	Jun	Aug
For Reviews: ✓ = Working Well C = Completed OG = On-going NI = Needs Improvement								

*For NI, adjustments needed:

Goal #4: Maximize fiscal responsibility to provide for operational effectiveness and facility maintenance

Performance Objective 1: Leverage grants and external funding

Performance Objective 2: Implement energy and utilities cost control

Evaluation Data Sources / Evidence Demonstrating Progress: student-to-staff ratios

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)					
Turn in work orders promptly and follow through until completed.		Principals and Secretary	Oct	Dec	Feb	Apr	Jun	Aug
Turn off all lights, projectors, and electronics in classrooms before leaving for the day.		All Staff	Oct	Dec	Feb	Apr	Jun	Aug
Limit school access on the weekends.		Principals	Oct	Dec	Feb	Apr	Jun	Aug
Prioritize maintenance- preventive vs reactive with consistent building audits.	General funds	Principals and Maintenance Director	Oct	Dec	Feb	Apr	Jun	Aug

For Reviews: ✓ = Working Well C = Completed OG = On-going NI = Needs Improvement

*For NI, adjustments needed:

Goal #5: Increase parent and community engagement

Performance Objective 1: Create a welcoming school culture

Performance Objective 2: Communicate clearly, consistently, and multilingually

Evaluation Data Sources / Evidence Demonstrating Progress: sign-in sheets, informational posts

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)					
			Oct	Dec	Feb	Apr	Jun	Aug
Hold informational meetings with parents.	General Funds	All Staff						
Foster relationships with local businesses to create post-graduation pathways for students.	General Funds	All Staff						
Hold engagement nights (Meet the Teacher, games, performances, academic nights).	General Funds	Principals, Teachers						
	General Funds	Principals,	Oct	Dec	Feb	Apr	Jun	Aug

Use Apptegy and Skyward to keep parents informed of all things related to HHS.		Teachers						
For Reviews: ✓ = Working Well C = Completed OG = On-going NI = Needs Improvement								