Smithville Independent School District Smithville High School 2022-2024 Campus Improvement Plan

Mission Statement

Smithville High School cultivates respectful relationships among our students, staff, families, and community in order to create a safe, inclusive learning environment. We empower growth through an innovative curriculum and relevant instruction. We consistently model high expectations for character and citizenship in order to support and inspireexcellence.

Vision

Smithville High School cultivates positive relationships, empowers growth, and inspires excellence.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

High School (9-12) Enrollment: 557 (AAAA Classification)

Ethnic Distribution: African American 7.8% Hispanic 29.4% White 58.0% American Indian 0.6% Asian 0.6% Pacific Islander 0.2% Two or More Races 3.4% Economically Disadvantaged 52.1% Non-Educationally Disadvantaged , 47.9% English Language Learners (ELL) 3.4% At-Risk 47.7%

Demographics Strengths

We are a very diverse campus.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): We have a high percentage of Economically Disadvantaged students who are not meeting the 'Approaches' and 'Meets' levels for STAAR/EOC. **Root Cause:** Lack of differentiated instruction and rigor that is aligned to the TEKS.

Problem Statement 2 (Prioritized): Gaps between student groups continue to grow due to discrepancies within the At-Risk population performance. Root Cause: Lack of differentiated instruction and curriculum alignment to meet the needs of all learners.

Priority Problem Statements

Problem Statement 1: We have a high percentage of Economically Disadvantaged students who are not meeting the 'Approaches' and 'Meets" levels for STAAR/EOC.Root Cause 1: Lack of differentiated instruction and rigor that is aligned to the TEKS.Problem Statement 1 Areas: Demographics

Problem Statement 2: Gaps between student groups continue to grow due to discrepancies within the At-Risk population performance.Root Cause 2: Lack of differentiated instruction and curriculum alignment to meet the needs of all learners.Problem Statement 2 Areas: Demographics

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Planning and decision making committee(s) meeting data

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- · Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- · At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Dual-credit and/or college prep course completion data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data

- Discipline records
- Tobacco, alcohol, and other drug-use data
- Class size averages by grade and subject
- School safety dataEnrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus department and/or faculty meeting discussions and data
- T-TESS data
- T-PESS data

Support Systems and Other Data

• Processes and procedures for teaching and learning, including program implementation

Goals

Goal 1: The district will provide a safe and educationally effective environment for students and staff.

Performance Objective 1: 50% of all professional development opportunities will be related to an identified area of district need for improvement

Strategy 1 Details	For	mative Revi	ews	
Strategy 1: Implement a short cycle curriculum based assessment regimen for Core Tested and Advanced Placement courses. PLC's will be		Formative		
held the week after short cycle test to review areas of strength and weaknesses and plan for remediation of TEKS not meeting the sixty percent Meets standard.	Dec	May	Aug	
Strategy's Expected Result/Impact: Increase student success on state testing and advanced placement testing. Increase teacher knowledge of strategies/techniques that can be incorporated into daily planning and interventions.				
Staff Responsible for Monitoring: Principal, Instructional Coach, Curriculum DIrector.				
Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction				
Strategy 2 Details	For	mative Revi	ews	
Strategy 2: The instructional coach will provide up-to-date training and support for all teachers, to include data review, of all student groups	Formative			
(including Sped, Emergent Bilingual, Eco Dis & At Risk) strategy sharing, and implementation of technology. The instructional coach will support new and veteran teachers in areas of need and, along with administration, will support teacher in implementing the Fundamental 5 with fidelity.	Dec	May	Aug	
Strategy's Expected Result/Impact: Standardize effective teaching practice across the campus to provide a high quality, and consistent academic atmosphere thoughout Smithville High School.				
Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, Curriculum Director				
Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals				
- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Results Driven Accountability				

Strategy 3 Details	Fo	rmative Rev	iews
Strategy 3: CTE staff will attend high quality staff development to align program offerings with industry standards.		Formative	
Strategy's Expected Result/Impact: Alignment of CTE classes with industry standards Staff Responsible for Monitoring: David Edwards	Dec	May	Aug
TEA Priorities: Connect high school to career and college - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: - 244 Perkins Career & Technical Ed (CTE)			
Strategy 4 Details	Fo	rmative Revi	iews
Strategy 4: High Quality Staff Development will be available to all teachers.		Formative	
Strategy's Expected Result/Impact: Improved instruction in the classroom	Dec	Mav	Aug
Staff Responsible for Monitoring: Principal			0
Title I: 2.5, 2.6 - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction Funding Sources: Professional Development Resources - 211 Title I, Part A			
No Progress Accomplished -> Continue/Modify X Disc	ontinue	ļ	I

Performance Objective 2: Implement Social and Emotional Learning (SEL) and Character Education programs at each campus

Strategy 1 Details	For	mative Revi	ews
Strategy 1: The high school will offer a Character Strong SEL lessons throughout the school year.		Formative	
Strategy's Expected Result/Impact: Improve student behavior and interactions between student and adults.	Dec	May	Aug
Staff Responsible for Monitoring: Counselors			
Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture			
Strategy 2 Details	Formative Reviews		
Strategy 2: Social Emotional Learning newsletter sent monthly to parents and students through BlackBoard addressing SEL topic such as Suicide Prevention, Dating Violence, Bullying, Child Abuse, and Trafficking.		Formative	
Strategy's Expected Result/Impact: Increase awareness of SEL topics, and prevention.	Dec	May	Aug
Staff Responsible for Monitoring: Counselors			
Title I:			
2.6			
- ESF Levers:			
Lever 1: Strong School Leadership and Planning			
No Progress Continue/Modify X Discontinue	e	<u> </u>	<u> </u>

Performance Objective 3: Develop a campus Positive Behavioral Intervention and Supports (PBIS) team and regularly review campus discipline, PBIS strategies and quarterly data

Strategy 1 Details	Formative Reviews		ews		
Strategy 1: Smithville High School will implement PBIS strategies developed by the PBIS committee, and will meet regularly to review	Formative		Formati		
discipline data. Strategy's Expected Result/Impact: Decrease the number of disciplinary infractions overall and among targeted groups, and increase positive interactions amongst students and teachers.	Dec	May	Aug		
Staff Responsible for Monitoring: Principal, Assistant Principal, PBIS committee members.					
Title I: 2.5, 2.6					
- ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction					
- ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction	le				

Performance Objective 4: 100% of all staff will be trained on/in cybersecurity, safety, security, and health related topics at both locally adopted and stated-mandated levels by September 1st

Strategy 1 Details	For	mative Revi	ews
Strategy 1: Train all staff on safety drills using SRP protocols prior to the start of the school year. Train all students on SRP drills during the		Formative	
first week of school. Conduct regular safety drills as required.	Dec	May	Aug
Strategy's Expected Result/Impact: Staff and students trained to respond appropriately in the event of an emergency situation. Staff Responsible for Monitoring: Principal, Assistant Principal.			
No Progress Accomplished Continue/Modify X Discontinue	e		

Performance Objective 5: Access to high quality instructional materials will be supported by campus budgets, including campus allocations from ESSA & ESSER funds.

Evaluation Data Sources: Campus budgets

Strategy 1 Details	For	rmative Revi	iews
Strategy 1: Provide No Red Ink to English Language Arts teachers to reinforce grammatically correct writing.		Formative	
Strategy's Expected Result/Impact: Improve writing skills	Dec	May	Aug
Staff Responsible for Monitoring: Campus Principal			
English Teachers			
Title I:			
2.6			
- TEA Priorities:			
Build a foundation of reading and math			
Funding Sources: No Red Ink subscription - 211 Title I, Part A			
Strategy 2 Details	Formative Reviews		iews
Strategy 2: Tiger Academy will continue to provide opportunities for students who are at-risk of not graduating to accelerate credit recovery.		Formative	
Strategy's Expected Result/Impact: Reduce drop-out rate	Dec	May	Aug
Staff Responsible for Monitoring: Tiger Academy Staff, HS principal, Director of Curriculum			
Title I:			
2.4, 2.6			
- ESF Levers:			
Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction			
Funding Sources: Staff salary, online curriculum costs - 199-PIC 24 State Comp Ed (SCE), Accelerated Ed			
Strategy 3 Details	For	mative Revi	iews
Strategy 3: Credit Recovery program at Smithville High School will allow students who are behind on their credits to accelerate.		Formative	
Strategy's Expected Result/Impact: On-time graduation	Dec	May	Aug
Staff Responsible for Monitoring: Credit Recovery teacher, HS principal	Det	Iviay	Aug

Title I: 2.6 Funding Sources: Staff sala	ry, online curriculum - 19	9-PIC 24 State Comp Ed (SC	CE), Accelerated Ed			
	0% No Progress	Accomplished	Continue/Modify	X Discontinue	;	

Performance Objective 1: Obtain an accountability rating of B or better at the district level and at each campus

Strategy 1 Details	For	mative Revi	ews
Strategy 1: Smithville HS will engage in TIL and Fundamental 5 strategies in all classrooms to improve student performance.		Formative	
Staff Responsible for Monitoring: Campus Principal, Director of Curriculum	Dec	May	Aug
TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Results Driven Accountability			0%
No Progress Accomplished -> Continue/Modify X Discontinue	e		

Performance Objective 2: Ensure 85% or more of students attain the approaches level on STAAR/EOC math and reading assessments

Strategy 1 Details	For	mative Revi	ews
Strategy 1: Through implementation of Curriculum Based Assessments at three week intervals, Interim Assessments, and PLC meetings,		Formative	
staff will regularly adjust instruction methods and intervention techniques to attain the goal of 85% or more of students attain the approaches level on Algebra and English EOC.	Dec	May	Aug
Strategy's Expected Result/Impact: 85% or more students attain the approaches level on EOC exam.			
Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach			
Title I:			
2.4, 2.5, 2.6			
- TEA Priorities:	l l		
Build a foundation of reading and math	l l		
- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction			
$\textcircled{\begin{tabular}{lllllllllllllllllllllllllllllllllll$	3		

Performance Objective 3: Increase the percentage of students who attain the meets level on STAAR/EOC math and reading assessments To sixty percent.

High Priority

Strategy 1 Details	For	mative Revi	ews		
Strategy 1: Through the implementation of Curriculum Based Assessments at Three week intervals, Interim Assessments, and PLC meetings,	Formative		Formati		
staff will regularly adjust instructional methods and intervention techniques to increase the percentage of students who attain the meets level on Algebra and English EOC to sixty percent.	Dec	May	Aug		
Strategy's Expected Result/Impact: Increase the percentage of students who attain the meets level on Algebra and English EOC to sixty percent.					
Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, Curriculum Director.					
Title I:					
2.4, 2.5, 2.6 - TEA Priorities:					
Build a foundation of reading and math - ESF Levers:					
Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction					
No Progress Or Accomplished Continue/Modify X Discontinue		1	1		

Performance Objective 4: Close achievement gaps to no greater than 10% points for all subpopulations in comparison to the all students group

High Priority

Evaluation Data Sources: Closing the Gaps

Strategy 1 Details	For	mative Revi	ews
Strategy 1: PLC meetings will analyze short-cycle, Interim Assessments, and prior testing for all subpopulation and develop strategies to	Formative		
increase achievement among all student groups.	Dec	May	Aug
Strategy's Expected Result/Impact: Close achievement gaps to no greater than 10%			0
Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, Curriculum Director, Teachers			
Title I:			
2.4, 2.5, 2.6			
- TEA Priorities:			
Build a foundation of reading and math			
- ESF Levers:			
Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction			
💿 No Progress 🛛 😳 Accomplished 🚽 Continue/Modify 💦 🗙 Discontinu	e		

Performance Objective 5: Increase the percentage of SHS students who achieve College, Career, & Military Readiness (CCMR) by 5% points.

Strategy 1 Details	For	mative Revi	ews
Strategy 1: SHS will increase student opportunities to achieve college, career and military readiness by offering TSI prep and college	Formative		
entrance testing earlier in their high school career, and increase the opportunity to earn industry based certifications though the addition of a medical pathway though CTE.	Dec	May	Aug
Strategy's Expected Result/Impact: A 5% increase in students who achieve college, career, and military readiness standards.			
Staff Responsible for Monitoring: Principal, Director of Curriculum, Campus Counselors			
Title I:			
2.4			
- TEA Priorities:			
Connect high school to career and college			
- ESF Levers:			
Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction			
	e		

Performance Objective 6: Increase Emergent Bilingual student exit rates by 5%.

For	mative Rev	views
Formative		
Dec	May	Aug
For	Formative Reviews	
Formative		
Dec	May	Aug
		0%
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Performance Objective 1: Provide and conduct quarterly District Site-based Decision Meetings (DSBDM)

Strategy 1 Details	For	mative Revi	ews
Strategy 1:		Formative	
SHS will conduct campus site-based decision meeting and will bring forward information from those meeting to the District Site-Based meetings. The committee will look at all aspects of the high school campus.	Dec	May	Aug
Strategy's Expected Result/Impact: Provide feedback from campus to the district site-based team.			
Staff Responsible for Monitoring: Principal			
Title I:			
4.1, 4.2			
- ESF Levers: Lever 3: Positive School Culture			
No Progress ON Accomplished -> Continue/Modify X Discontinu	e		

Performance Objective 2: Provide and conduct a minimum of two surveys per year

Performance Objective 3: Provide regular communication through Remind, Blackboard, school website, and SISD social media sites

Strategy 1 Details	For	mative Revi	ews
Strategy 1: SHS will regularly update the school website and social media pages to keep parents informed and celebrate student and staff		Formative	
success. Strategy's Expected Result/Impact: Inform parents and create a positive environment for parents, students, and staff. Staff Responsible for Monitoring: Principal, Counselors, Campus Staff, Directors, Sponsors/Coaches	Dec	May	Aug
No Progress ON Accomplished - Continue/Modify X Discontinu	e		

Performance Objective 4: Conduct student recognitions each grade reporting period for each campus

Strategy 1 Details	For	mative Revi	ews
Strategy 1: The campus will nominate 2 students of the nine-weeks each nine week grading period. Students will be nominated by their	Formative		
teachers and then will be recognized by the Superintendent and School board at the corresponding school board meeting. Strategy's Expected Result/Impact: Student recognition, increase in Tiger Pride. Staff Responsible for Monitoring: Principal, Teachers.	Dec	May	Aug
No Progress Accomplished -> Continue/Modify X Discontinu	e		

Goal 4: The district will maintain a strategic, efficient operational and fiscal plan.

Performance Objective 1: Maintain attendance rate of 95% or greater

Strategy 1 Details	For	mative Revi	ews
Strategy 1: SISD truant officer will do routine follow up check and make parent/guardian contacts on all SHS students with three or more		Formative	
absences.	Dec	May	Aug
Strategy's Expected Result/Impact: Increase student attendance, facilitate parent/guardian awareness. Staff Responsible for Monitoring: Truancy Officer-Letter mail outs, Principal			
No Progress O Accomplished -> Continue/Modify X Discontinue	e		

Performance Objective 2: Increase teacher retention to 85%

Strategy 1 Details	Fo	Formative Reviews Formative		
Strategy 1: Meet with staff individually a minimum of twice per year to discuss performance and provide support.				
Strategy's Expected Result/Impact: Reduce staff turnover and improve performance. Staff Responsible for Monitoring: Principal, Assistant Principal	Dec	May	Aug	
TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture				
Strategy 2 Details	Fo	rmative Revi	ews	
Strategy 2: Provide opportunities for team building and support for all staff.		Formative		
Strategy's Expected Result/Impact: Improve staff moral and reduce turnover.	Dec	May	Aug	
Staff Responsible for Monitoring: Principal			0	
TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning				
No Progress Accomplished -> Continue/Modify X Dise	continue	1	1	

Performance Objective 3: Maintain annual improvement plans at the district and campus levels and provide yearly updates with status reports in each goal area

Strategy 1 Details	For	mative Revi	ews
Strategy 1: Complete a comprehensive campus needs assessment, through the campus SBDM, yearly.		Formative	
Strategy's Expected Result/Impact: Focus on, and address, trends in state assessment, climate, and other areas relating to campus improvement.	Dec May Aug		Aug
Staff Responsible for Monitoring: Campus Administration.			0%
ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction			
No Progress ON Accomplished -> Continue/Modify X Discontinue	e		

RDA Strategies

Goal	Objective	Strategy	Description
1	1	2	The instructional coach will provide up-to-date training and support for all teachers, to include data review, of all student groups (including Sped, Emergent Bilingual, Eco Dis & At Risk) strategy sharing, and implementation of technology. The instructional coach will support new and veteran teachers in areas of need and, along with administration, will support teacher in implementing the Fundamental 5 with fidelity.
2	1	1	Smithville HS will engage in TIL and Fundamental 5 strategies in all classrooms to improve student performance.

Campus Funding Summary

			199-PIC 24 State Comp Ed (SCE), Accelerated Ed	
Goal	Objective	Strategy	Resources Needed Account Code	Amount
1	5	2	Staff salary, online curriculum costs	\$0.00
1	5	3	Staff salary, online curriculum	\$0.00
÷			Sub-Total	\$0.00
			211 Title I, Part A	
Goal	Objective	Strategy	Resources Needed Account Code	Amount
1	1	2		\$0.00
1	1	4	Professional Development Resources	\$0.00
1	5	1	No Red Ink subscription	\$0.00
·			Sub-Total	\$0.00
			244 Perkins Career & Technical Ed (CTE)	-
Goal	Objective	Strategy	Resources Needed Account Code	Amount
1	1	3		\$0.00
			Sub-Total	\$0.00