

# **Hillsboro Independent School District**

## **Hillsboro High School**

### **2018-2019 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.**

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# Goals

## Goal 1: Through collaborative efforts ensure a focus on the quality of work provided all learners.

**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:** Engaging experiences which lead to profound learning result from the work of dedicated individuals working collaboratively throughout the district/schools to design meaningful experiences for their targeted audience.

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Dec	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 3 CSF 6  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, Gummelt, Meadors, Dept Leaders, Teachers	Increased student engagement Increased scores on both local and state assessments			
	Problem Statements: Curriculum, Instruction, and Assessment 1 - School Context and Organization 1 Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6 CSF 7  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.	Leadership Team - Hannah, Gummelt, Meadors	Increased student engagement Increased scores on both local and state assessments			
	Problem Statements: Curriculum, Instruction, and Assessment 1 - School Context and Organization 1 Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6  3) Monitor implementation of all improvement initiatives to sustain continued academic improvements.	Leadership Team - Hannah, Gummelt, Meadors	Increased student engagement Increased scores on both local and state assessments			
	Problem Statements: Curriculum, Instruction, and Assessment 1 - School Context and Organization 1 Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6 CSF 7  4) Provide teachers with performance data analysis from state assessments, benchmarks, and CBA's through the use of of DMAC.	Leadership Team - Hannah, Gummelt, Meadors	Increased student engagement Increased scores on both local and state assessments Increase teacher ownership and accountability			
	Problem Statements: Curriculum, Instruction, and Assessment 1 - School Context and Organization 1 Funding Sources: Federal, State, Local - 0.00				

<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6 CSF 7  5) Provide system for data analysis (DMAC) of state mandated tests and benchmarks to all teachers.	Leadership Team - Hannah, Gummelt, Meadors	Increased student engagement Increased scores on both local and state assessments Increase teacher ownership and accountability			
	Problem Statements: Curriculum, Instruction, and Assessment 1 - School Context and Organization 1 Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6 CSF 7  6) Provide professional development on integrating technology into instructional management and teaching and learning.	Leadership Team - Hannah, Gummelt, Meadors	Increased student engagement Increased scores on both local and state assessments Increase teacher ownership and accountability			
	Problem Statements: Technology 1 Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6 CSF 7  7) Utilize technology to monitor teacher and student performance (DMAC, Eduphoria, Curriculum Documents)	Leadership Team - Hannah, Gummelt, Meadors	Increased student engagement Increased scores on both local and state assessments Increase teacher ownership and accountability			
	Problem Statements: Technology 1 Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6 CSF 7  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.	Leadership Team - Hannah, Gummelt, Meadors Special Education Teachers, General Ed Teachers	Increased student engagement Increased scores on both local and state assessments Increase teacher ownership and accountability			
	Problem Statements: Curriculum, Instruction, and Assessment 2 Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7  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.	Leadership Team - Hannah, Gummelt, Meadors	Increased student engagement Increased scores on both local and state assessments Increase teacher ownership and accountability			
	Problem Statements: Curriculum, Instruction, and Assessment 2 Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6  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).	Leadership Team - Hannah, Gummelt, Meadors, Dept Leaders, Teachers	Improve student(s) daily and weekly grades Improve attendance Increased student engagement Increased scores on both local and state assessments Increase teacher ownership and accountability			
	Problem Statements: School Context and Organization 1 Funding Sources: Federal, State, Local - 0.00				

<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6  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.	Leadership Team - Hannah, Gummelt, Meadors, Teachers, Eagle Academy Staff	Improve student(s) daily and weekly grades Improve attendance Increase # of credits re-gained and earned Increased student engagement			
	Problem Statements: School Context and Organization 1 Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6  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.	Leadership Team - Hannah, Gummelt, Meadors, Counselors, Hill College Staff	Increase opportunities for students to earn college credit			
	Problem Statements: School Context and Organization 1 Funding Sources: Federal, State, Local - 0.00				
<b>Targeted Support Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7  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, Gummelt, Meadors	Improve student(s) daily and weekly grades Increased student engagement Increased scores on both local and state assessments Increase teacher ownership and accountability			
	Problem Statements: School Context and Organization 1 Funding Sources: Federal, State, Local - 0.00				
<b>Targeted Support Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7  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, Gummelt, Meadors	Improve student(s) daily and weekly grades Increased student engagement Increased scores on both local and state assessments Increase teacher ownership and accountability			
	Problem Statements: School Context and Organization 1 Funding Sources: Federal, State, Local - 0.00				
<b>Comprehensive Support Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7  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.	Leadership Team - Hannah, Gummelt, Meadors	Improve student(s) daily and weekly grades Increased student engagement Increased scores on both local and state assessments Increase teacher ownership and accountability			
	Problem Statements: Student Achievement 1 Funding Sources: Federal, State, Local - 0.00				
<b>Comprehensive Support Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7  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.	Leadership Team - Hannah, Gummelt, Meadors	Improve student(s) daily and weekly grades Increased student engagement Increased scores on both local and state assessments Increase teacher ownership and accountability			
	Problem Statements: Student Achievement 2 Funding Sources: Federal, State, Local - 0.00				

<b>Critical Success Factors</b> CSF 1 CSF 6  17) 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, Gummelt, Meadors, Counselors, Hill College Staff	Improve and Increase achievement for GT/PAP/AP students on testing			
	Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 1 CSF 6  18) Partner with Hill College to expand course offerings to students.	Leadership Team - Hannah, Gummelt, Meadors, Counselors, Hill College Staff	Increase and Improve dual credit offerings to HHS students			
	Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 1 CSF 6  19) Implement and Maintain Dual Credit Classes for qualifying Sophomores, Juniors and Seniors.	Leadership Team - Hannah, Gummelt, Meadors, Counselors, Hill College Staff	Increase and Improve dual credit offerings to HHS students			
	Funding Sources: Federal, State, Local - 0.00				
<div><div> = Accomplished</div><div> = Considerable</div><div> = Some Progress</div><div> = No Progress</div><div> = Discontinue</div></div>					

## Performance Objective 1 Problem Statements:

Student Achievement
<b>Problem Statement 1:</b> Academic Achievement: ELA targets were closer to the set targets, but not quite to the set standards with the exception of Economically Disadvantaged and Hispanic. <b>Root Cause 1:</b> The campus lacks the consistency, accountability, and follow through needed to effectively utilize YAGS and an aligned curriculum in each class on a daily basis.
<b>Problem Statement 2:</b> Math growth achievement gaps are significantly below ELA for all subgroups: All - 38%, Hispanic 39%, Economically Disadvantaged - 36% <b>Root Cause 2:</b> The campus lacks the capacity for utilizing data to inform instruction to meet each child's individual needs.
Curriculum, Instruction, and Assessment
<b>Problem Statement 1:</b> Consistency across the campus in all departments incorporating the 4 C's and research based practices to an acceptable depth and complexity in regards to rigor and relevance. <b>Root Cause 1:</b> High teacher turnover rate.
<b>Problem Statement 2:</b> Consistency across the campus in all departments incorporating resources, programs, and technology. <b>Root Cause 2:</b> High teacher turnover rate. Teachers discontinue resources and program due to appropriate level of understanding in relation to both teacher(s) and students.
School Context and Organization
<b>Problem Statement 1:</b> Lack of consistency among all staff members and teachers to model the campus beliefs including but not limited to: culture and climate, using best teaching practices, and building meaningful / educational partnerships with students and parents. <b>Root Cause 1:</b> High teacher turnover rate. Inexperienced teachers. Teachers on our campus do not reflect our students in relation to socio-economic and ethnicity.
Technology
<b>Problem Statement 1:</b> Consistency across the campus in all departments incorporating technology - resources and programs. <b>Root Cause 1:</b> Not enough time to incorporate all these various resources and programs. Teachers discontinue resources and program due to appropriate level of understanding in relation to both teacher(s) and students.

## Goal 2: Increase understanding of and commitment to the HISD Beliefs by developing a sense of ownership among key audiences.






**Performance Objective 1:** Individuals and groups throughout the District embrace, support and act in accordance with the HISD beliefs.

**Evaluation Data Source(s) 1:** Lesson plans, observations and walk-throughs, Eduphoria reports, E3, ClassLink data, curriculum resources data, student work, meeting/training agendas and sign-in sheets, website, training notes, HR data reports, induction program feedback/surveys, graduation data, CCMR data, parent meeting sign-in sheets and presentations, course catalog, co-hort data review, transcripts, FuelEd reports, Safe Schools documentation, Tip line documentation, counselor logs, Board policy, Restorative Discipline documentation, PBMAS report, accountability reports

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Dec	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7  1) Implement an effective Campus Improvement Committee (CIC) whose membership is reflective of the campus and includes community, parents and business representatives.	Leadership Team - Hannah, Gummelt, Meadors  Problem Statements: Parent and Community Engagement 1  Funding Sources: Federal, State, Local - 0.00	Increase communication with various stakeholder to improve school-community relations			
<b>Critical Success Factors</b> CSF 5  2) HHS will spotlight learning through the district wide expo of excellent showcase.	Leadership Team - Hannah, Gummelt, Meadors  Problem Statements: Parent and Community Engagement 1  Funding Sources: Federal, State, Local - 0.00	Increase communication with various stakeholder to improve school-community relations			
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 5 CSF 6 CSF 7  3) Continue to solicit input from all stakeholders (teachers, staff, students, parents, and community) to plan and make recommendations for campus improvement.	Leadership Team - Hannah, Gummelt, Meadors, Counselors  Problem Statements: Parent and Community Engagement 1  Funding Sources: Federal, State, Local - 0.00	Increase communication with various stakeholder to improve school-community relations			
<b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6  4) 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, Gummelt, Meadors, Mr. Davis, Mr. Jenkins, Mrs. Kolar  Funding Sources: Federal, State, Local - 0.00	Increase communication with various stakeholder to improve school-community relations			



<b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6	Leadership Team - Hannah, Gummelt, Meadors, Mr. Davis, Coach Hawkins, Mr. Chirhart	Increase communication with various stakeholder to improve school- community relations			
5) Implement and maintain a program that promotes career co-op classes for students who hold jobs outside of HHS.	Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6	Leadership Team - Hannah, Gummelt, Meadors Teachers, Counselors, Mr. Adams, Coaching Staff	Increase communication with various stakeholder to improve school- community relations			
6) Continue to partner with The Reporter Newspaper and KHBR to provide school information through newspaper articles/pictures and through radio programs and announcements.	Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6	Leadership Team - Hannah, Gummelt, Meadors Teachers, Counselors	Increase communication with various stakeholder to improve school- community relations			
7) Provide parent meetings to inform parents of current issues of interest on campus.	Problem Statements: Parent and Community Engagement 1 Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6	Leadership Team - Hannah, Gummelt, Meadors, Teachers, Counselors	Increase communication with various stakeholder to improve school- community relations			
8) Provide, as often as possible, communication in the native language of those parents who do not speak English.	Problem Statements: Parent and Community Engagement 1 Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6	Leadership Team - Hannah, Gummelt, Meadors, Mrs. Nanny, Mrs. Davis, Mrs. Davilla, Ms. Calderon	Increase communication with various stakeholder to improve school- community relations			
9) Provide a campus website to enhance communication efforts.	Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6	Leadership Team - Hannah, Gummelt, Meadors, Teachers, Sponsors, Counselors	Increase communication with various stakeholder to improve school- community relations			
10) Provide presentations to local clubs and organizations about the activities of the campus.	Funding Sources: Federal, State, Local - 0.00				
<div><div> = Accomplished</div><div> = Considerable</div><div> = Some Progress</div><div> = No Progress</div><div> = Discontinue</div></div>					

### Performance Objective 1 Problem Statements:

#### Parent and Community Engagement

**Problem Statement 1:** At the HS campus level, lack of parent participation in regards to accessing Skyward (on-line grade book). Lack of parent involvement in extra-curricular activities, school organizations, school functions, and Booster Clubs. **Root Cause 1:** Parents view their HS students as a young adult and allow them to address their educational needs individually. Parents have difficulty attending various school functions and activities due to work.






### Goal 3: Broaden and strengthen the capacity of the school district as community builders to ensure common understanding of the needs and interests of those we serve beginning with students and including other key audiences.

**Performance Objective 1:** Strong reciprocal school-community relationships drive increased involvement and support of programs and activities.

**Evaluation Data Source(s) 1:** Agenda, sign-in sheets, communication logs, event publicity, club membership rosters, copies of newsletters, website, observation and review of apps and social media, meeting minutes, newspaper articles.

#### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Dec	Mar	June
<b>Critical Success Factors</b> CSF 3 CSF 6  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, Gummelt, Meadors, Dept Leaders, Teachers	Maintain and Improve all areas associated with facility needs  Increase communication with various stakeholder to improve school-community relations			
Funding Sources: Federal, State, Local - 0.00					
<b>Critical Success Factors</b> CSF 3 CSF 6  2) Assess support service operations and find areas to improve efficiency.	Leadership Team - Hannah, Gummelt, Meadors	Maintain and Improve all areas associated with facility needs  Increase communication with various stakeholder to improve school-community relations			
Funding Sources: Federal, State, Local - 0.00					
<b>Critical Success Factors</b> CSF 3 CSF 6  3) Continue to provide a food service program that meets Child Nutrition guidelines and that provides quality food options for students.	Leadership Team - Hannah, Gummelt, Meadors, Cafeteria Director	Maintain and Improve all areas associated with Food Service Program			
Funding Sources: Federal, State, Local - 0.00					
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6 CSF 7  4) 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, Gummelt, Meadors	Maintain and Improve school culture and climate in order to have a safe, productive learning environment for all students			
Funding Sources: Federal, State, Local - 0.00					
<b>Critical Success Factors</b> CSF 3 CSF 6  5) Participate in character and drug awareness programs, including bullying.	Leadership Team - Hannah, Gummelt, Meadors, Teachers, Counselors	Maintain and Improve school culture and climate in order to have a safe, productive learning environment for all students			
Funding Sources: Federal, State, Local - 0.00					

<b>Critical Success Factors</b> CSF 3 CSF 6	Leadership Team - Hannah, Gummelt, Meadors	Maintain and Improve school culture and climate in order to have a safe, productive learning environment for all students			
6) Continue to evaluate and revise the Emergency Operations and Crisis Plan.	Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 3 CSF 6	Leadership Team - Hannah, Gummelt, Meadors	Maintain and Improve school culture and climate in order to have a safe, productive learning environment for all students			
7) Continue to support implementation of recommendations for controlled access to buildings.	Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 3 CSF 6	Leadership Team - Hannah, Gummelt, Meadors, Front Office Staff, Teachers	Maintain and Improve school culture and climate in order to have a safe, productive learning environment for all students			
8) Continue to support use of visitor sign-in and badge systems.	Funding Sources: Federal, State, Local - 0.00				
<b>Critical Success Factors</b> CSF 3 CSF 6	Leadership Team - Hannah, Gummelt, Meadors	Maintain and Improve school culture and climate in order to have a safe, productive learning environment for all students			
9) 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)	Funding Sources: Federal, State, Local - 0.00				
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## Comprehensive Support 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.