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Celina Independent School District
Celina High School
2013-2014 Campus Improvement Plan

Mission Statement

The mission of the District, as the primary educational entity, is to provide a safe, caring, structured learning environment where teachers educate and motivate students to become productive citizens of their community.

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Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Documentation

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


Goals

Goal 1: CHS will improve district and student academic performance as measured by local, state, and national standards.

Performance Objective 1: CHS students will improve achievement in Reading/ELA, Math, and Science as measured by scale score and state accountability, as well as on the end of year exams in Reading/ELA, Math, and Science.

Summative Evaluation:


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Continue implementation to align TCMPC curriculum horizontally and vertically; align with state standards; create lessons for each unit based on data; develop associated progress monitoring benchmark assessments.	CHS Administration, Curriculum Coaches.	Aware Data Oct. 2013 - May 2014				
2) Use data to identify and implement ELA/Reading strategies across the high school curriculum - program identified must be research-based, vertically aligned from one grade to the next as well as aligned with state academic standards (strong emphasis on expanding ELL learners).	CHS Administration, Curriculum Coaches, Data Specialist, Math, Science, and ELA Push/Pull program teachers, all students.	Reading/ELA scores at the HS show achievement gap between LEP subpops and the general population. Literacy practices must be integrated into HS curriculum to develop writing skills that enable students to meet personal and academic goals. SIOP training.				
3) Use data to identify and develop lessons using research-based and state-standards aligned TCMPC curriculum - identify, purchase, and implement associated resources that provide hands on manipulation of real world math problems.	CHS Administration, Curriculum	The campus will utilize Texas Science Technology, Engineering and Math Initiative (T-STEM) recommendations and resources to design components that improve instruction and academic performance in mathematics - related subjects through applied and relevant instruction in mathematics tied to postsecondary standards.				
4) Using and integrating technology-based supports and interventions as part of the instructional programs: Laptops and Ipads with text editing and publishing software and access to the Internet researching and communication resources will be utilized to engage writers in ELA lessons and technology based interventions in math and science.	CHS Administration, Curriculum Coaches	T-STEM Researched-based for increasing achievement in math and science include: relevant teaching and learning in mathematics and science using educational technology and applied learning and a personalized learning environment.				
5) Continue Curriculum management process & resources to align core curriculum across grade level & w/state standards: Establish a curriculum alignment process and provide electronic curriculum management system to implement effective strategies to support students disabilities in the least restrictive environment.	CHS Administration, Curriculum Coaches	Aligned Curriculum Documents, TCMPC				

6) Provide additional support and professional development in using data based, differentiated instruction through 3 Math and 3 Science Intervention Teachers who will team teach in classrooms in order to implement effective RTI strategies to support student learning and increase academic achievement.	CHS Administration, Curriculum Coaches	Professional Development, Student Support				
7) Increase rigor by offering opportunities for students to enroll in advanced coursework (dual credit and ATC in student's chosen career fields); pathways established to obtain certification.	CHS Administration, Counselors	4 Year Plans, Career Cruising				
8) Ongoing monitoring of instruction - Establish progress monitoring process and provide resources to test students, analyze data, and link to instruction.	CHS Administration, Curriculum Coaches	Curriculum Coach class, walkthrough forms, AWARE data from Curriculum Checks				
9) Establish school-wide data driven "response-to-intervention" (RTI) model and provide professional development in order to develop effective strategies to support students with disabilities in the least restrictive environment.	CHS Administration, Curriculum Coaches	Professional Development, data driven documents				
10) ELA, Math, and Science Coaches will provide ongoing training (team teaching, peer mentoring, instruct tutorials, provide professional development in using data to guide instruction and plan lessons) - targeting limited English proficient students.	CHS Administration, Curriculum Coaches	Weekly Coaching meetings/Department meetings, State Scores.				
11) Provide the testing coordinator/data additional training for additional support in assessment and data collection.	CHS Administration	Testing Coordinator				
12) Use the data to identify and develop lessons using research-based and vertically aligned state standards and aligned TCMPC curriculum - identify, purchase and implement associated resources that provide real world experiences with science concepts and scientific thinking.	CHS Administration, Curriculum Coaches, Teachers	TCMPC Curriculum documents, Lesson Plans, Classroom walkthroughs				
13) Receive technical assistance and related support from our Administration Coach.	CHS Administration, Pam Ziolkowski, Curriculum Coaches	Meetings held each six week grading period.				
14) Best Practices Staff Development (based on needs).	CHS Administration Curriculum Coaches					
15) Technology Coach will integrate technology based programs that provide differentiated instruction.	CHS Administration Tisha Poncio	Lunch and Learn Meetings				
						

Goal 1: CHS will improve district and student academic performance as measured by local, state, and national standards.

Performance Objective 2: CHS will expect 100% of each student group to meet the state passing standard on all TAKS/STAAR/EOC tests and increase the percent of students "Meeting the Commended Standard" to 60% for all tested areas.


Summative Evaluation: TAKS/STAAR/EOC results, Student progress, Curriculum check data

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide remedial assistance for all students that did not meet the passing standards for the TAKS/STAAR/EOC test.	All CHS Teachers, TAKS/STAAR/EOC Prep Instructors	Curriculum checks, Teachers made evaluations				
2) Provide teachers with comprehensive data on individual students that identify areas for academic improvement.	Counselor, Asst. Principals, Push/Pull Teachers	Use of the reports to design instruction, AWARE				
3) Develop and administer subject specific, relevant curriculum check assessments in each Core Curriculum area.	Core Curriculum Teachers	Teacher made; Lesson Plans; Released TAKS tests; TCMPC; AWARE				
4) Implement Instructional strategies and questioning techniques that focus on higher-level thinking models.	All Teachers, CHS Administration	Walk-through evaluations; Lesson Plans				
5) Provide subject specific instruction for grades 9-12 through supplemental materials.	Core teachers, Principal	Curriculum Check				
6) Subject Specific TAKS/STAAR/EOC tutoring	Administration	Performance on TAKS tutoring curriculum				
7) Grades 6-12 vertical alignment meeting	Administration	TCMPC				
8) Review previous year TEKS verification	Curriculum Coaches, Administration	TCMPC				
9) Peer learning walks	Curriculum Coaches, Administration	PLW Forms				
10) Provide PLC opportunities once each six weeks.	CHS Administration	Attendance Logs				
11) Intervention planning day by department	CHS Administration Curriculum Coaches	Attendance 18, 2014				
12) C-Town Training	Jill Roza CHS Teachers	Attendance/Scores Student Assessment Data Student Surveys				
						

Goal 1: CHS will improve district and student academic performance as measured by local, state, and national standards.

Performance Objective 3: CHS will monitor and adjust programs and strategies to improve academic performance for AT-Risk students.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Continue to provide productive intervention strategies to address the issues of our AT-Risk students.	Grand Central Station, Teachers, Principal, Counselors	Progress reports, report cards, students passing rates in each of their classes.				
2) Implement a process for students returning from Alternative Campus	CHS Administration	parent and student feedback				
3) Plan and implement student organization system	Counselor, Study Lab, Grand Central Station, Special Ed.	Decrease in late work and missing assignments				
4) Instruct students in how to use student planner	Counselor, Study Lab, Grand Central Station, Special Ed.	Use of student planner				
5) Students Taking Academic Responsibility Mentoring Program (STAR)	Curriculum Coaches, All Mentors and Mentees	Mentoring time and personalized meetings				
6) Increase C-Town Attendance	CHS Administration, Jill Roza	Attendance Log				
						

Goal 1: CHS will improve district and student academic performance as measured by local, state, and national standards.

Performance Objective 4: CHS will increase the student completion rate to 97%. Celina ISD will strive to attain 0% dropout rate per year (grades 7-12)


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Effectively track student's attendance patterns	Attendance Clerk, Administration, Counselors	Teacher's attendance records				
2) Utilize Attendance Committee to track possible "Loss of Credit" issues.	Attendance Clerk, Administration, Counselors	Number of student absences.				
3) Utilize Advanced Academics program for credit issues	Administration, Counselors	Number of credits recovered per student				
4) Conduct Education Go Get It Week	Counselors	Teacher and Student feedback				
5) Use Naviance program and Career Cruising for career interest inventories	Counselors	Teacher and Student feedback				
6) Ensure that attendance committee meetings are a priority at CHS	Attendance Clerk, Administration, Counselors, Teacher Rep	Attendance Records				
						

Goal 1: CHS will improve district and student academic performance as measured by local, state, and national standards.

Performance Objective 5: CHS will increase ACT/SAT participation by at least 10% and improve student performance to at or above the national average.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide the PSAT assessment for all of the Sophomores and optional for Junior students	Counselors	PSAT Administration				
2) Implement Plan Assessment as an option for all Sophomore students	Counselors	Number of Students				
3) ACT Prep classes offered on campus and online.	Counselors, Math, and Science Staff	Number of students enrollees Prep Me (ATC Online Course)				
4) Encourage all 11th grade students to take entrance exams for Community College in the summer	Counselors	Course Completion, Collin College				
						

Goal 1: CHS will improve district and student academic performance as measured by local, state, and national standards.

Performance Objective 6: CHS will expand advanced academic resources to improve student services and student performance.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Offer more Dual-Credit options for our students	Principals, Counselors	Increase in Dual Credit Classes Offered				
2) Utilize the Naviance PGP Planner	Counselors, Administration, CTE Teachers	4-year plan completion for every student				
3) Explore opportunities for additional AP CTE courses	Counselors	Additional courses offered				
						

Goal 2: In order to improve school climate, CHS will provide a positive, safe, and orderly learning environment.

Performance Objective 1: Increases attendance rate for students


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Create an attendance review committee to address attendance concerns.	Assistant Principal	Committee Attendance Tracking				
2) Provide feedback to students regarding attendance concerns and create attendance plans for make up missed hours.	Assistant Principal	Student/Administrators meetings, Attendance make-up plans				
						

Goal 2: In order to improve school climate, CHS will provide a positive, safe, and orderly learning environment.

Performance Objective 2: In order to improve school climate, CHS will provide a positive, safe, and orderly learning environment.


Summative Evaluation: Decrease discipline referrals

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Review discipline referrals	Assistant Principals, Data Specialist	Discipline Tracking - PEIMS				
2) Consistently enforce campus discipline policies (all faculty and staff).	Administration and Teachers	SBDM minutes regarding consistent enforcement of discipline policies.				
						

Goal 2: In order to improve school climate, CHS will provide a positive, safe, and orderly learning environment.

Performance Objective 3: Increased involvement in Extra/Co-Curricular Activities including practicum, internship, etc.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Evaluate extra curricular participation	CHS Administration	PEIMS data				
2) Create PGP's that reflect the student's personal and academic goals including sequences of course in their chosen career field	CHS Administration, Counselors	Interest Inventories, Naviance				
3) Provide enrichment activities, career exploration and college bound activities coordinated by Parent/Community Liaison	CHS Administration, Counselors, Parent/Community Liaison	Naviance Program, C-Town				
4) Provide dual credit and ATC Courses leading to industry certification in career tracks as an option within the Recommended or Distinguished high school diploma plan	CHS Administration, Counselors	Naviance Program				
						

Goal 2: In order to improve school climate, CHS will provide a positive, safe, and orderly learning environment.

Performance Objective 4: CHS will implement an effective discipline crisis management plan.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Continue to monitor and adjust procedures for the ISS room	ISS, Administration	Teacher Feedback Discipline tracking				
2) Update Student Code of Conduct	Administration	Updated Code of Conduct				
3) Enforce school safety Policies addressing visitor check-in, classroom disruptions, announcements, etc.	Administration	SBDM minutes regarding disruptions				
4) Provide handbook for all students via paper and electronically.	Administration	Daily monitoring of hallways				
						

Goal 2: In order to improve school climate, CHS will provide a positive, safe, and orderly learning environment.

Performance Objective 5: CHS will promote positive staff morale and student character development.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Continue to utilize the Student Advisory Team for student	Assistant Principal	Student feedback				
2) Implement Social committee to increase faculty and staff morale	Assistant Principal	Incentives Celebrations				
3) Continue character development program for student reflection in ISS	ISS Facilitator	Student progress and reflection				
4) Student drug testing	Athletic Department	Student Drug test results				
						

Goal 3: CHS will increase parent and stakeholder involvement in the school and improve communication among all stakeholders.

Performance Objective 1: CHS will establish college bound sessions for parents.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide ongoing mechanisms for family and community by establishing a series of "college bound" events for family participation.	Community/Parent Liaison, CHS Administration, and Counselors	College Recruiters, Counselors				
						

Goal 3: CHS will increase parent and stakeholder involvement in the school and improve communication among all stakeholders.

Performance Objective 2: CHS will increase parent participation in student academic programs.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide for increased opportunities for parent input.	Community/parent Liaison, CHS Administration	Personal Graduation Plans				
2) Continue mentoring program	Elective/CTE, Curriculum Coach, CHS Administration	Personal Graduation Plans				
						

Goal 3: CHS will increase parent and stakeholder involvement in the school and improve communication among all stakeholders.

Performance Objective 3: CHS will increase access to community resources through the Community/Parent Liaison

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Accessible community Services - coordination of social services by parent/community liaison hired to provide adult education based on data from social service referrals, etc.	Parent/Community Liaison	Social Service Program				
2) CHS Staff and parent/community liaison will work to recognize Celina area businesses and get them more involved in supporting Celina High School.	Parent/Community Liaison C-Town Director	Investigate utilizing business of the month on the marquee. For example: Celina independent Bank Supports CHS. Also look into advertising this program in the paper or on CHS Website.				
						

Goal 3: CHS will increase parent and stakeholder involvement in the school and improve communication among all stakeholders.

Performance Objective 4: CHS will work to increase parental and community involvement at all campus events.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Parent/Teacher Conference	Administration	Teacher/Parent Communication				
2) Utilize Parent Portal	Registrar, Attendance Clerk	Parent use				
3) Grade level newsletter sent electronically each 6 weeks via list serv.	Counselors	Parent feedback				
4) All staff will create and update new website	All Staff	Parent and Student feedback				
5) Push toward 100% campus/district membership support for PTA	Administration, PTA	Periodic checks on PTA enrollment				
6) Provide opportunity for community to participate in community service projects	Sponsors of Clubs and Organizations	Participation by community.				

Goal 3: CHS will increase parent and stakeholder involvement in the school and improve communication among all stakeholders.

Performance Objective 5: CHS will improve two-way communication among all stakeholders.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide a College Information Program	Counselors C-Town Director	Parent and Student Feedback				
2) Provide a College Financial Aid Program	Counselors	Parent and Student Feedback				
3) Expand public relation relation events with Community Members	Sponsor of Clubs and Organizations	Scheduling of Events				
4) Conduct Veterans Day Program	Counselors, Assistant Principals	Scheduling of Events, Feedback, Attendance				
						

Goal 4: CHS will recruit, develop, increase, and maintain highly qualified staff.

Performance Objective 1: increase the number of teachers participating in Professional Development focused on school improvement goals.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide staff ongoing, high-quality job-embedded professional development that is aligned with the school's comprehensive instructional program.	CHS Administration	Assessment of strengths and identification of areas of weakness through surveys, walkthroughs, and PDAS data.				
2) Provide staff opportunities to participate in extended day learning opportunities through staff development, professional learning meetings, and vertical, as well as horizontal meetings.	CHS Administration, Curriculum Coaches	Professional Learning Meetings, Staff Development, Team Meetings. Evaluate meeting sign in sheets for participations numbers.				
						

Goal 4: CHS will recruit, develop, increase, and maintain highly qualified staff.

Performance Objective 2: Increase the number of teachers participating in extended day data Analysis and Lesson Planning sessions.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide staff opportunities to participate in extended day learning opportunities through staff development, professional learning meetings, and vertical, as well as horizontal meetings.	CHS Administration, Curriculum Coaches	Professional Learning Meetings, Staff Development, Team Meetings. Evaluate meeting sign in sheets for participations numbers.				
						

Goal 4: CHS will recruit, develop, increase, and maintain highly qualified staff.

Performance Objective 3: Increase the number of teachers who implement the professional practices reflected in data and goals and show student improvements as a result.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Utilize rigorous, transparent, and equitable evaluation systems for teachers.	CHS Administration, Curriculum Coaches	PDAS, Walkthrough Forms				
						

Goal 4: CHS will recruit, develop, increase, and maintain highly qualified staff.

Performance Objective 4: CHS will hire the most qualified staff to fill all campus positions.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Seek, interview and hire highly qualified staff to fill all positions at CHS.	Administration	Interview, reference, ongoing professional development & trainings feedback, walkthroughs and observations. PDAS appraisal, student feedback, community feedback.				
						

Goal 4: CHS will recruit, develop, increase, and maintain highly qualified staff.

Performance Objective 5: CHS will improve job specific training for all employees.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Encourage and support campus wide staff development/training for all teachers.	Director of Secondary Curriculum/ Instruction, Administration	Observation/Professional Discussion & updates. Certificates and documentation on subject specific staff development.				
2) Departmental meeting held with all core subject teachers.	Administration	Discussion, Lesson Plans, Walkthrough/Observations Meeting agendas. PDAS Appraisal, TAKS/STAAR/EOC results, student performance.				
3) Campus wide staff development conducted.	Administration	Discussion/involvement in training sessions. PDAS Appraisals TAJIS/STAAR/EOC results, Walkthrough data.				
4) Investigate new staff development regarding low performing sub groups.	Administration, District Director of Instructor	Find applicable training, and implementing staff development.				

Goal 4: CHS will recruit, develop, increase, and maintain highly qualified staff.

Performance Objective 6: CHS will increase staff retention.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Social committee membership and events established.	Asst. Principal, Social committee members	Feedback (informal), Participation. Survey (formal feedback)				
2) Teacher of the Year/Support Staff of the Year Recognition Incentive.	Principal	Teacher feedback				
3) Implement reward system for perfect attendance 9 week.	Administration	100% Attendance				

Goal 5: CHS will demonstrate fiscal responsibility, efficiency, and effectiveness in all operations.

Performance Objective 1: CHS will improve fiscal performance of campus functions.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Ensure all expenditures comply with regulatory guidelines.	Principal	All staff dealing with school district business will comply with district operating procedures. Train all staff associated with business practices on procedures outlines in business operating guide.				
2) Implement cost cutting measures	All staff	Paper cost and utilities				
3) Proper maintenance of physical facilities - staff and students	CHS Staff	Incorporate Student Advisory Team to raise awareness of physical plant. Staff monitoring facilities.				
						

Goal 6: CHS will increase educational opportunities and increase learning time for all students.

Performance Objective 1: CHS will increase the number of students attended extended day activities.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide students in all content areas an opportunity to receive tutoring and enrichment beyond the school hours.	CHS Administration, Curriculum Coaches, Teachers	Increase participation in extended day learning from C-Town from the year 2013.				
2) Provide core content teachers extended day collaborative meeting time to analyze data and plan for instruction.	CHS Administration, Curriculum Coaches, Data Specialist	Attendance logs, staff feedback.				
3) Provide extended learning time in study labs for students who do not have a full schedule.	CHS Administration Teachers	Attendance logs, Staff Feedback, and award incentives for attendance.				
						

Goal 6: CHS will increase educational opportunities and increase learning time for all students.

Performance Objective 2: CHS will monitor the number of students attending Core Intervention classes.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Establish schedules and strategies that provide increased learning time increases graduation rates through credit recovery programs in core subject areas.	Counselors, CHS Administration	Increase the number students from the 2013 school year.				
2) increase graduation rates through acceleration of basic skills in core subjects.	CHS Administration, Teachers, Counselors	Reach goal of 100% G.R.				
3) Give the school sufficient operational flexibility to implement instructional focused calendar for personnel and students to meet the needs of targeted populations.	CHS Administration	Calendar for 2013 - 2014 school year, Calendar Committee Site Based member Input.				
						

Goal 6: CHS will increase educational opportunities and increase learning time for all students.

Performance Objective 3: CHS will continue to increase the use of technology for all students.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Ensure that systems are in place to handle all new technology being implemented at CHS.	Instructional Technologist, Tech Department	Wireless capabilities are functional for all usages, outside consulting and tech department will evaluate wireless and server capabilities.				
2) Continue to allow students to bring their own personal mobile devices to school for instructional purposes.	Students, Student Advisory Group	Student bringing mobile devices with structures in place to ensure success.				
3) Revise/Update TEch policy to reflect additional new components	Tech Department, CHS Administration	Policy success, evaluate policies to ensure that tech success is the number one priority.				
						

Goal 7: Celina High School will increase the leadership effectiveness on campus.

Performance Objective 1: CHS will increase the number of school leaders attending School Improvement Training.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) School leaders will attend school improvement 2013 - 2014.	Administration	Increase the attendance rate from 3 in the current year to 4 in 2013 - 2014				
						

Goal 7: Celina High School will increase the leadership effectiveness on campus.

Performance Objective 2: CHS will increase the number of faculty meetings to develop and implement vision, purpose and goals.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide opportunities in faculty meetings to discuss and develop the campus vision, purpose, and goals.	Administration, Curriculum Coaches	Increase the number of faculty meetings with this focus from 5 in the current year to 6 meetings per year in 2013 - 2014 once a month.				
						

Goal 7: Celina High School will increase the leadership effectiveness on campus.

Performance Objective 3: CHS will increase the number of job-embedded professional development opportunities to develop and implement vision, purpose, and goals.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide on-going high quality professional development for school leaders through SIRC.	Administration	Increase the number of job embedded staff development opportunities from 5 opportunities in 2011 to 36 in years 2013 - 2014.				
						

Goal 7: Celina High School will increase the leadership effectiveness on campus.

Performance Objective 4: CHS will increase the number of innovative schedules, courses, and strategies implemented to meet a common goal.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide district support for operational flexibility in staffing, scheduling, etc. as recommended by CIT/TTIPS.	CHS Administration, Counselors	Have in place 5				

Goal 7: Celina High School will increase the leadership effectiveness on campus.

Performance Objective 5: The number of students passing state accountability standards at the EXIT level, along with targeted subpopulations, will improve.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Identify and reward school leaders who, in implementing the model, have increase student achievement and high school graduation rates.	CHS Administration, Teachers	The number students passing will increase from 75% in current 2014 school year.				
						

Goal 8: Celina High School will increase the use of quality data to drive instruction.

Performance Objective 1: CHS will create a campus plan that documents goals based on data analysis, and specifies professional development, staff resources etc.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Improve campus plan to reflect strategies and goals based on data analysis and the TTIPS Grant.	Curriculum Coaches	An increase in effectiveness from 70% in the current year to 100% in years 2013 - 2014.				
						

Goal 8: Celina High School will increase the use of quality data to drive instruction.

Performance Objective 2: CHS will increase the number of teachers attending professional development in use of data to inform curriculum and instruction.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide meetings with coaches weekly for educators to discuss data and utilize the results to inform curriculum and instruction at the classroom, campus, and district level.	CHS Administration, Curriculum Coaches	Increase the number of meetings from 8 in the current year to 40 each year in 2013 - 2014. Data from assessments, data provided by data director, and evaluation of data.				

Goal 8: Celina High School will increase the use of quality data to drive instruction.

Performance Objective 3: Increase the number of core subjects with curriculum aligned across grade levels and to state standards.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Consultant to provide research based training in the use of data to inform instruction.	All Teachers, Students, and Coaches	Evaluation and participation in training programs. Lesson plans will continue to reflect 100% of content aligned with state standards.				
2) Coaches provide on going support throughout the year.	Curriculum Coaches	Evaluation and participation of teachers in meetings. Use of data reflected in lesson plans.				

Goal 8: Celina High School will increase the use of quality data to drive instruction.

Performance Objective 4: Increase the number of teachers using formative, interim, and summative tests to monitor student performance and inform instruction.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Increase the number of core teachers using benchmark data to 100% in years 2013 - 2014	Administration, Curriculum Coaches, Data Specialist	Increase the number of teachers using benchmark data from 15 in the current year to 40 in years 2013 - 2014 90 day plans.				
						

Goal 8: Celina High School will increase the use of quality data to drive instruction.

Performance Objective 5: Increase the number of students with Personal Graduation Plans that includes personal and academic goals grades, interventions, student progress, and career track, etc.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Establish a process for utilizing data that includes a variety of data sources including data from the electronic assessment program.	Counselors, Administration, Data Specialist	PGPs current year to 100% in 2013 - 2014 Aware reports, Naviance.				
						

Goal 9: CHS will improve academic performance as measured by state assessment for the demographic African-American reading.

Performance Objective 1: CHS students that are African-American will meet standard on STARR Reading Assessment.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) African American students will be pulled out 5th and 7th periods to receive intervention from the classroom teacher.	Pull out Teacher Curriculum Coach	Aware Data, Benchmarking, Reading Specialist program				
						

Goal 10: CHS will improve Academic Performance according to State Accountability Assessment in the area of Special Education writing.

Performance Objective 1: CHS Special Education students will improve ELA/Writing as measured by the scale score and state accountability system for this demographic.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Address consistently in the classroom the use of writing rubrics as well as working consistently on skills targeted toward the writing element.	Classroom Teacher, Curriculum Coaches, Administration	Classroom success, Curriculum checks according to TEKS, Benchmarking Data, STARR Performance				
2) Utilize Special Education inclusion time to do drills for vocabulary and structure of simple and complex sentences.	Special Education Department, Classroom Teacher, Curriculum Coaches	Success in writing in the classroom data from curriculum checks and benchmarks. STARR performance				
3) Teachers will use 90 minutes a week to provide intervention during scheduled tutoring times.	Classroom Teachers, Curriculum Coaches, Administration	Classroom success, Data from benchmarks, & Curriculum checks STARR performance				
						

2013-2014 Campus Improvement Committee

Committee Role	Name	Position	Signature
Classroom Teacher	Cynthia Baker	Theatre Teacher	
Classroom Teacher	Courtney Braddock	Science Teacher	
Classroom Teacher	Sue Christopher	Math Teacher	
Classroom Teacher	Gene Crook	Social Studies Teacher	
Classroom Teacher	Sherry Davis	Special Ed. Teacher	
Classroom Teacher	Corey Gilmore	Band/CT	
Classroom Teacher	Emily Orr	English Teacher	
Classroom Teacher	Emily Webb	Spanish Teacher	
Community Representative	Brooks Barr	Parent	
District-level Professional	Rick DeMasters	Assistant Superintendent	
Non-classroom Professional	Carrie Crane	Counselor	
Non-classroom Professional	Troy Davis	Boys Athletics	
Non-classroom Professional	Bill Hemby	Principal	
Non-classroom Professional	Terri Kennedy	Testing Coordinator	
Non-classroom Professional	Bubba Stastny	Girls Athletics	
Non-classroom Professional	Missy Tuinstra	Nurse	
Non-classroom Professional	Karen Walker	Assistant Principal	
Non-classroom Professional	Dave Wilson	Assistant Principal	
Paraprofessional	Jeanene Lester	Registrar	
Paraprofessional	Kay Pope	Attendance Clerk	
Paraprofessional	Missy Tuinstra	Nurse	
Parent	Shana Haynie	Parent	

Addendums