

West Orange-Cove CISD
West Orange-Stark High School
Campus Improvement Plan



2012-2013

Mission Statement

The West Orange-Stark learning community (students, parents, staff and faculty) passionately: celebrates diversity, promotes intellectual, social and personal growth. In an environment that is: innovative, supportive and relevant, respectful of self and others, so that each student realizes personal success, excels in our global society and grows in a lifelong love of learning.

Vision Statement

West Orange-Stark High School will be the embodiment of a highly effective and diverse learning community, supporting all avenues of learner excellence.

School Motto

“Are YOU giving 112% TODAY?”

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Professional Staff Members			
Name	Department	Representation	Years of Service
Hutcherson Hill	Principal	Administration	2010-2011 – 2011-2012
Michelle Duhon	Academic Coordinator	Administration	2010-2011 – 2011-2012
Lynda Willie	Assistant Principal	Administration	2010-2011 – 2011-2012
Kevin Hayes	Assistant Principal	Administration	2011-2012 – 2012-2013
Paul Thomas	Community Liaison	Central Office	2011-2012 – 2012-2013
Randy Ragsdale	P.E.	Teacher	2010-2011 – 2011-2012
Crystal Williams	Counseling	Counselor	2011-2012 – 2012-2013
Aqueenta Franklin	Counseling	Counselor	2011-2012 – 2012-2013
Parents, Business, & Community Members			
Name	Group	Address	Contact Number
Charles Perry	Parent	3106 Pebble Beach Lane	779-4224
Meri Elen Jacobs	Parent	2955 Roundbunch	883-3126
Wayne Sparrow	Community Member/Business Representative	812 12 th Street	883-8030
Tony Dallas	Community Member/Business Representative	2163 Treemont	886-5059

2012 Data

EOC	ELA Reading	ELA Writing	Algebra	Geometry	Biology	World Geography
9	44.59%	31.85%	67.09%	94.12%	71.43%	61.39%

TAKS	ELAR	Math	Science	Social Studies
10	87.72%	54.55%	55.26%	88.5%
11	90.48%	85.23%	89.12%	95.95%

Commended Percentages

EOC	ELA Reading	ELA Writing	Algebra	Geometry	Biology	World Geography
9	1.27%	1.27%	3.16%	5.88%	0.62%	1.27%

TAKS	ELAR	Math	Science	Social Studies
10	7.89%	4.55%	6.14%	25.66%
11	11.56%	11.41%	10.88%	45.27%

Breakdown by Sub-Groups

EOC	Reading	Writing	Algebra	Geometry	Biology	World Geography
All Students	44.59%	31.85%	67.09%	94.12%	71.43%	61.39%
White	53.85%	43.59%	63.89%	100%	73.17%	70%
African American	37.62%	27.72%	65.69%	87.5%	67.41%	56%
Hispanic	66.67%	26.67%	76.47%	100%	93.33%	75%
Special Ed	11.76%	5.88%	23.08%	100%	44.44%	21.05%
Economically Disadvantaged	38.17%	26.72%	65.67%	100%	67.41%	56.06%

TAKS – 10th	Reading	Math	Science	Social Studies
All Students	87.72%	54.55%	55.26%	88.5%
White	84%	50%	56.52%	87.5%
African American	90.12%	56.25%	53.66%	88.75%
Hispanic	80%	80%	80%	100%
Special Ed	41.67%	0%	20%	42.86%
Economically Disadvantaged	83.72%	46.99%	48.84%	84.71%

TAKS – 11th	Reading	Math	Science	Social Studies
All Students	90.48%	85.23%	89.12%	95.95%
White	82.76%	79.31%	85.19%	96.55%
African American	92.45%	85.98%	88.89%	95.33%
Hispanic	88.89%	90%	100%	100%
Special Ed	46.67%	33.33%	43.75%	64.71%
Economically Disadvantaged	90.18%	85.96%	87.5%	95.58%

2011 State Averages

EOC	Reading	Writing	Algebra	Geometry	Biology	World Geography
9	68%	55%	83%	98%	87%	81%

TAKS	Reading	Math	Science	Social Studies
10	91%	74%	75%	94%
11	93%	91%	94%	98%

Section 1

Instruction

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
Activity 1.1.1 White Board technology will be used to improve hands-on learning experiences in the classroom.	Instructional technology	Hands-on approaches to problem solving, Increase in student engagement	Progress in student achievement and evidence of student projects and presentations	H Hill – Principal M Duhon - Academic Coordinator V Haley - Numeracy Coach, Elvis Rushing – District Technology Coordinator, Faculty	Title II Funds, J Smith ESC V math consultant
Activity 1.1.2 WO-SHS staff will use the Kilgo Research Model to identify area(s) of academic need.	AEIS data for WOSHS, data summary reports, core academic goals, benchmark & TAKS release test results	Kilgo Research model, data summary report	Continuous improvement in benchmark data	H Hill – Principal M Duhon - Academic Coordinator CILT	Title II Funds, Professional development
Activity 1.1.3 WO-SHS will use ESC V and the Numeracy Coach to support mathematical strategies for improving hands-on learning processes in the classroom.	Manipulatives, rubrics and problem-based learning	Professional development, creating math manipulatives and developing hands-on lessons	Improved academic growth in math students with benchmarks showing advanced growth and development	H Hill – Principal M Duhon - Academic Coordinator Valerie Haley - Numeracy Coach	Profesional development, PLC & plan of implementation, Janna Smith ESC V math consultant

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<p>Activity 1.1.4 WO-SHS staff will collaborate with the district and the curriculum writers to develop aligned curriculum and assessment every 6 weeks.</p>	<p>District Scope & Sequence, Eduphoria Software,</p>	<p>TEKS, Test Item Bank, use of Open-Ended Response</p>	<p>Continuous improvement in benchmark data, increased levels of academic success for all student groups</p>	<p>Dr. S. Martinez – Assistant Superintendent of Curriculum and Instruction H Hill – Principal M Duhon - Academic Coordinator V Haley – Numeracy Coach J Istre – Literacy Coach</p>	<p>Curriculum Writers</p>
<p>Activity 1.2.1 Students will journal at least 3 times per week in English classes and at least once a week in all other classes.</p>	<p>Writing</p>	<p>Writing across the curriculum</p>	<p>Increase in TAKS writing scores</p>	<p>J Istre - Literacy Coach Faculty</p>	<p>Title II funds, Stacie Schultz, Janna Smith, Roxanne Minix-Wilkins, Candyce Tomkins, Region V Consultants</p>
<p>Activity 1.2.2 The Literacy Coach will provide professional development and instructional support in implementing, best practices and literacy strategies in all instructional settings.</p>	<p>Literacy</p>	<p>Professional development, Literacy across the curriculum</p>	<p>Improved academic growth in ELA students' with benchmarks showing advanced growth and development</p>	<p>H Hill – Principal M Duhon - Academic Coordinator J Istre - Literacy Coach</p>	<p>Profesional development, PLC & plan of implementation, PD 360 Title II funds</p>

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<p>Activity 1.3.1 WO-SHS will provide gifted and talented training for all teachers</p>	<p>Scientificallly-based research strategies and instructional practices</p>	<p>Professional Development, PLC use for development and implementation</p>	<p>Instructional practice that increases student engagement</p>	<p>H Hill - Principal, M Duhon - Academic Coordinator, Campus Instructional Leadership Team members</p>	<p>Title I Funds, High School Allotment Funding</p>
<p>Activity 1.3.2 The Instructional Coaches, administrative team will facilitate and monitor effective staff development through PLC meetings, faculty meetings, dept. chair meetings, in addition to on-site staff development to increase the rigor and relevance of classroom instruction.</p>	<p>PLC model, Early Release Staff Development Days and Campus Information</p>	<p>Marzano's 9 effective strategies, PD 360, Kilgo Research Model, Problem-based learning approaches</p>	<p>Walkthrough data, lesson advancing rigor and relevance and increased levels of student engagement</p>	<p>Administrative Team</p>	<p>Classroom Instruction That Works Manual, Kilgo Research templates, PD 360, ESC V Support Center</p>
<p>Activity 1.3.3 WO-SHS will continue the Year of Planning model for the STEM Academy. (Science Technology Engineering and Math)</p>	<p>Problem-based learning, hands-on and relevant learning experiences in the areas of math and science</p>	<p>NAF(National Academy Foundation), STEM101 school-wide curriculum</p>	<p>Increased student participation in science, math and engineering paths of study, elevating the level of rigor in our curriculum, improve the problem-based learning approach for all students</p>	<p>H Hill – Principal M Duhon - Campus Curriculum Coordinator, K Smith – STEM director, K Reeves – STEM Teacher Faculty</p>	<p>NAF professional development and on-site training. 3 – 5 year intervention plan</p>

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<p>Activity 1.4.1 WO-SHS will implement 3, projects to increase student engagement.</p>	<p>Core content areas, RTI, student engagement</p>	<p>Project based learning</p>	<p>Student engagement will increase. The course failure rate will decrease</p>	<p>Teaching staff J Istre - Literacy Coach V Haley – Numeracy Coach</p>	<p>Professional development on project based learning</p>
<p>Activity 1.4.2 Students at WO-SHS will set goals and track their progress in their core classes throughout the school year.</p>	<p>Core content areas, student engagement</p>	<p>Progress monitoring,</p>	<p>Student engagement will increase. The course failure rate will decrease</p>	<p>Teaching staff</p>	<p>Individual student folders, paper Eduphoria Aware, Skyward Student Access</p>
<p>Activity 1.4.3 WO-SHS will improve guidance for students through use of the Career Cruising program for developing programs of study.</p>	<p>Guidance & counseling, P-16 initiative, credit articulation and 4X4 requirements</p>	<p>1-on-1 guidance with use of technology for monitoring 4 year plans for students</p>	<p>Coherent sequence of courses aligned 4 year plans with student interest and abilities</p>	<p>H Hill – Principal C Williams– Counselor A Franklin – Counselor M Duhon and Student Advisors</p>	<p>Career Cruising program & professional development</p>
<p>Activity 1.4.4 Students will receive training to allow them to monitor their grades on “Home Access.”</p>	<p>Technology, student engagement</p>	<p>Interactive technology, Progress monitoring</p>	<p>Student engagement will increase. The course failure rate will decrease</p>	<p>C Williams– Counselor A Franklin – Counselor English teachers</p>	<p>Computer lab, Skyward</p>

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<p>Activity 1.5 SIT will present a plan of intervention to the administrative team and the CIT for students not showing academic success.</p>	<p>Benchmark data, Practice TAKS data, PEIMS</p>	<p>Problem-based learning, differentiated instruction, increased rigor & relevance</p>	<p>Formative & summative assessments and student portfolios will show student growth</p>	<p>Student Intervention Team</p>	<p>PLC model, master schedule design, data from Eduphoria software, assessment results</p>
<p>Activity 1.6 The Academic Coordinator and the Instructional coaches will use the Eduphoria to evaluate instruction through the use of on-line walkthrough and other data tools of support for professional growth.</p>	<p>Informal and formal data, instructional support</p>	<p>Walk-through documentation</p>	<p>Continuous improvement in student academic growth</p>	<p>M Duhon – Academic Coordinator J Istre – Literacy Coach V Haley – Numeracy Coach</p>	<p>Eduphoria web-based program.</p>

Section 2

Student Attendance, College Readiness and Graduation/Dropout Rate

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
Activity 2.1 WO-SHS will use the AlertNow communication system to advertise campus and district-wide programs.	Parental Involvement Initiatives and school programs	Mass call-outs, effective use of the yearly calendar and increased involvement from community stakeholders	Increased participation in school functions and activities	Public Information, H Hill - Principal Leadership team	AlertNow communication system
Activity 2.2 WO-SHS will use the parent portal system through Skyward to more readily inform parents about grades, conduct and attendance.	Skyward SIS system and district portal	School-to-Home communication	Increased parent-to-teacher communication, effective monitoring of student progress and ultimately increase in academic success	District level coordinators, H Hill - Principal, faculty & staff	Parent portal system through Skyward SIS
Activity 2.3 WO-SHS will establish opportunities for parents to meet with the campus principal.	Parent-to-school relationships	Effective communication, problem-solving and consensus building with internal and external stakeholders	Increased parental support and improved levels of comprehension in the school mission	H Hill - Principal	Meeting agenda, Parent Involvement, Title I funds

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<p>Activity 2.4 WO-SHS along with the 21st Century program will offer After-School Credit Recovery for intervention with students who are behind in their graduation plan.</p>	<p>Drop-out Rate,</p>	<p>Support for non-traditional students , RtI</p>	<p>Increased completion rate, decreased drop-out rate, Increased participation in 21st Century Program</p>	<p>H Hill – Principal M Duhon – Academic Coordinator N Stark – 21st Century Campus Coordinator J Gause – 21st Century Director</p>	<p>21st Century Grant funds</p>
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Section 3

Safe, Secure, and Orderly Environment

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
<p>Activity 3.1 WO-SHS will continue the 9th grade PLC learning academy to assist student with the high school transition.</p>	<p>Individualized instructional focus, data disaggregation and supportive learning environment for students</p>	<p>PLC Model, staff development and clearly defined 9th grade location (Learning Center) in the school building</p>	<p>Improved report card data, attendance and collection of high school credit</p>	<p>H Hill - Principal, M Duhon - Academic Coordinator Faculty and Leadership Team</p>	<p>9th grade hall, PLC meeting time for 9th grade faculty</p>
<p>Activity 3.2 WO-SHS will continue to use the Raptor system before admitting visitors into the school.</p>	<p>Safe, Secure, and Orderly Schools</p>			<p>H Hill - Principal</p>	

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<p>Activity 3.3 WO-SHS will continue the use of the CHAMPS program to instruct the staff and students in behavioral expectations for the classroom as well as all common areas of the campus</p>	<p>Safe, Secure, and Orderly Schools</p>	<p>Safe and Civil Schools professional development</p>	<p>Improved student behavior, fewer referrals, improved classroom management</p>	<p>L Willie – Assistant Principal K Hayes – Assistant Principal CHAMPS team</p>	<p>Title II funds</p>
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Section 4

Parent and Community Involvement

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
Activity 4.1 WO-SHS will develop the Parent School Compact.	Parental Involvement	School Compacts, Shared partnership	Partnership amongst parents & school.	H Hill - Principal, School Parent Council	Meeting agenda
Activity 4.2 WO-SHS will conduct a parent/community survey to solicit feedback from its external stakeholder.	Parental Involvement and Effective School-to-Home relationships	Anonymous Survey, Round-Table discussions and public forums	Improved relationship with community and increased investment in the school mission and vision	H Hill - Principal, Leadership Team	Survey Instruments: Mail-out(s), AlertNow, SurveyMonkey, etc. school facility for forums or other public venues to draw more attendance
Activity 4.3 WO-SHS will engage CPOC members in dialogue for improvement of our communication strategies.	Site teams and teacher leaders	Open dialogue with internal & external stakeholders	Improved and seamless system of communication with the public established	H Hill – Principal	Agenda item on CPOC
Activity 4.4 WO-SHS will conduct 4 CPOC meetings.	Site-based teams	Effective communication amongst home, school and community	Seamless flow of information and improved decision-making with regard to school initiatives and areas for improvement	H Hill - Principal, CPOC members	Meeting agenda, high school allotment funds

Section 5

West Orange-Stark High School will provide appropriate instruction to all general education, English language, special education and gifted learners.

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
Activity 5.1 WO-SHS will assign faculty to professional development focused on scientifically-based and researched instructional practices.	Scientifically-based research strategies and instructional practices	Professional Development, PLC use for development and implementation	Instructional practice that increases student engagement	H Hill - Principal, M Duhon - Academic Coordinator, Campus Instructional Leadership Team members	Title I Funds, High School Allotment Funding
Activity 5.2 WO-SHS will identify students in need of intervention with the use of Eduphoria Aware, Skyward and individual student data forms.	AEIS data, Aware, Skyward	Data disaggregation for the use of identifying students in need of academic and behavioral interventions	Data disaggregation for the use of identifying students in need of academic and behavioral interventions	H Hill – Principal M Duhon - Academic Coordinator Faculty and staff	State Compensatory Funds, Eduphoria, Skyward, AEIS Data

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<p>Activity 5.2.1 WO-SHS will train all faculty and staff for the effective implementation of a school-wide approach to Rtl</p>	<p>Early response to student needs. School-wide intervention plan (behavioral, social and academic components)</p>	<p>Rtl training models, intervention systems and resources</p>	<p>Effective and seamless systems of support through all departments amongst the faculty and staff. Readily identify students in need of interventions and having a plan to meet those needs</p>	<p>H Hill - Principal, B Robinson, K Smith, L Hale, L Ebarb, Rtl Team, Leadership Team, faculty & staff</p>	<p>Rtl Training through ESS V Center, research models of support</p>
<p>Activity 5.3 WO-SHS will develop and implement an inclusion model to best meet the needs of our special education population.</p>	<p>Scientificallly-based research strategies and instructional practices</p>	<p>Inclusion training, accommodations and educational aids training</p>	<p>Increase in the number of special education students</p>	<p>Dr. B Graham Director of Special Education, M Duhon Academic Coordinator</p>	<p>Title I Funds, High School Allotment Funding</p>

Section 6

West Orange-Stark High School students will develop technology skills that promote their own learning.

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
Activity 6.1 WO-SHS will improve guidance for students through use of programs of study.	Guidance & Counseling, P-16 initiative, Credit articulation and 4X4 requirements	1-on-1 guidance with use of technology for monitoring 4 year plans for students	Coherent sequence of courses aligned 4 year plans with student interest and abilities	H Hill - Principal, C Williams and A Franklin - Counselors and Student Advisors	Career Cruising Software & professional development Carl Perkins Funds
Activity 6.2 WO-SHS will use SMART Board and Promethean technology to improve hands-on learning experiences in the classroom.	Instructional technology	Hands-on approaches to problem solving, Increase in student engagement	Progress in student achievement and evidence of student projects and presentations	H Hill - Principal, E Rushing - District Technology Coordinator, Faculty	Title II Funds
Activity 6.3 WO-SHS will implement the use of Nova Net, a web-based credit recovery program, to accelerate student learning and to regain lost credits.	Instructional technology, Compulsory School attendance, Student Advocacy, Credit Recovery (AEP)	Intensive accelerated instruction	Students lacking credits will regain lost credits. The graduation rate will increase	B Curtis, R Ragsdale, G Hall, C Simmons, C Williams and A Franklin Counselor	High School Allotment funds, Nova Net web-based program