

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



2015-2016

Vision Statement

West Orange-Stark High School where students, parents, and the community work as one to contribute to society in a positive and productive manner.

Mission Statement

The mission of West Orange-Stark High School is to partner with our community to instill pride in all our students while empowering them with the necessary postsecondary college and career readiness skills to become productive successful citizens.

School Motto

*Inspire, Achieve, Celebrate
112% Everyday*

West Orange-Stark High School 2015-2016 Campus Improvement Plan

Professional Staff Members			
Name	Department	Representation	Years of Service
Mr. Rod Anderson	Principal	Administration	2013-2015
Dr. Ronnie Wright	Dean of Instruction	Administration	2013-2015
Dr. Alicia Sigee	Assistant Principal	Administration	2014-2015
Mr. Kevin Johnson	Assistant Principal	Administration	2014-2015
Ms. Valerie Haley	Numeracy Coach	Curriculum & Instruction	2010-2015
Ms. Tiffany Richard-Brown	Literacy Coach	Curriculum & Instruction	2010-2015
Ms. Julie Guidry	Counseling	Counselor	2011-2015
Ms. Aqueenta Franklin	Counseling	Counselor	2011-2015
Mr. Grant Gilson	Mathematics	Instruction	2013-2015
Ms. Diztorsha Lavan	Social Studies	Instruction	2013-2015
Mr. Michael Washburn	Science	Instruction	2013-2015
Ms. Kimberly Summers	English/Language Arts	Instruction	2014-2015
Ms. Lacy Hale	Career & Technology Education	Instruction	2013-2015
Ms. Pamela Edwards	English as a Second Language	Instruction	2014-2015
Ms. Angela Greer	Response to Intervention	Instruction	2014-2015
Ms. Amy Langston	Special Education	Instruction	2013-2015
Ms. Meri Elen Jacobs	Electives	Instruction	2014-2015
Parents, Business, & Community Members			
Name	Group	Address	Contact Number
Ms. Kay Ramsey	Parent	Orange, Texas	409-882-5570
Mrs. Traci Birmingham	Parent	Orange, Texas	409-988-4128
Ricky Jacobs	Community	Orange, Texas	409-988-2287

School Demographics

Student Body

Ethnicity

African American	67.1%
Hispanic	8.2%
White	22.4%
American Indian	0.2%
Asian	0.2%

Economically Disadvantaged	83.3%
English Language Learners	1.8%
Campus Mobility Rate	27.1%

Class Sizes

Grade 9	189 Students	31.8%
Grade 10	162 Students	27.2%
Grade 11	122 Students	20.5%
Grade 12	122 Students	20.5%

Average Daily Attendance

2011-2012	92.9%
2012-2013	93.9%
2013-2014	94.0%
2014-2015	

Testing Data * STAAR – EOC Level II – Met Standards

	2012	2013	2014	2015	2015 STATE AVERAGE
Algebra I	63%	40%	76%	77%	85%
Biology	72%	73%	88%	89%	94%
English I	46%/33% *	38%/42% *	45%	57%	71%
English II	N/A **	58%/26% *	57%	49%	73%
US History	N/A **	N/A **	88%	86%	92%

* Prior to March 2014 the English I and English II STAAR EOC was given as two separate tests: Reading/Writing

** No students were required to test during these years

Testing Data * STAAR – EOC Level III – Exceeds Standards

	2012	2013	2014	2015	2014 STATE AVERAGE
Algebra I	3%	2%	2%	2%	20%
Biology	1%	1%	2%	3%	13%
English I	2%/1%*	1%/0%*	0%	1%	8%
English II	N/A**	3%/0%*	0%	0%	7%
US History	N/A**	N/A**	2%	5%	16%

* Prior to March 2014 the English I and English II STAAR EOC was given as two separate tests: Reading/Writing

** No students were required to test during these years

2014 Testing Data - STAAR Subgroup Performance Level II – Met Standards

	All Students	African American	White	Hispanic	Special Education*	Economically Disadvantaged
Algebra I	77%	74%	76%	90%	36%	77%
Biology	89%	89%	83%	100%	15%	86%
English I	57%	57%	69%	50%	0%	57%
English II	49%	38%	78%	70%	13%	43%
US History	86%	84%	86%	100%	50%	87%

* Based on STAAR-A Results

2014 Testing Data - STAAR Subgroup Performance Level III – Exceeds Standards

	All Students	African American	White	Hispanic	Special Education*	Economically Disadvantaged
Algebra I	3%	0%	0%	20%	0%	3%
Biology	3%	3%	0%	10%	0%	2%
English I	1%	1%	0%	0%	0%	0%
English II	0%	0%	0%	0%	0%	0%
US History	5%	1%	9%	14%	0%	4%

* Based on STAAR-A Results

2014-2015 State of Texas Accountability Index

Met Standards

	West Orange-Stark High School	West Orange Cove CISD	Region V	State Standard
I – Student Achievement	65	65	75	High School = 60 District = 60
OR				
II – Student Progress	19	34	37	High School = 55 District = 16
III – Closing Performance Gaps	38	34	37	High School = 31 District = 28
VI – Postsecondary Readiness	26.7	24.4	66	High School = 57 District = 57

Community & Student Engagement District Accountability Rating

Acceptable

Category	Rating	Points Earned
Fine Arts	Exemplary: Campus consistently provides opportunities for students to receive instruction in fine arts including visual and performing arts.	2
Wellness & Physical Education	Exemplary: Campus consistently provides opportunities for students to receive instruction in wellness & physical education.	2
Community & Parent Involvement	Recognized: Campus generally provides multiple opportunities for parent and community involvement.	2
21 st Century Workforce Development	Exemplary: Campus consistently implements career and technical education including programs of study and integration.	2
Second Language Acquisition	Acceptable: Campus occasionally implements advanced language classes in multiple languages, advanced placement examinations, and as appropriate, dual language programs.	4
Digital Learning Environment	Acceptable: Campus occasionally provides learning facilitated with a seamless integration of technology in the classroom.	3
Dropout Prevention	Exemplary: Campus consistently implements multiple strategies for dropout prevention.	2
Gifted & Talented Services	Recognized: Campus generally implements exemplary gifted services as outlined in the state plan for the gifted.	3
OVERALL RATING	EXEMPLARY	20

Section 1 Student Achievement

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 1.1 Every teacher will provide classroom TEKS based, data driven, rigorous, instruction and necessary remediation resulting in 90% student engagement as observed during walk through visits.</p>	<p>Grand Central Station College Readiness AP/PAP Dual Credit Classes STEM Program Endorsement Programs Mentor/Buddy System Credit Recovery Literacy Lab Math Lab STAAR Remediation STAAR Saturday Response to Intervention</p>	<p>Data Driven Instruction And Remediation Compass Learning Blue Pelican Math Campus-Wide Writing Strategies Professional Development PLC Collaboration Differentiated Instruction Scaffolding One-on-One & Small Group Instruction</p>	<p>Improved Score Data Increased Passing Rates Observation of Student Engagement Formative and Summative Assessment Student Participation</p>	<p>Principal Asst. Principals Dean of Instruct. Instruc. Coaches CILT Faculty</p>	<p>Focus Grant Funds High School Allotment Title I Funds Fresh Eyes Visits</p>
<p>Activity 1.2 The staff will narrow the achievement gap for special education and LEP students by 10%.</p>	<p>Grand Central Station Literacy Lab Math Lab STAAR Remediation Applied/Resource Classes Using Aligned Curriculum Adaptive Behavior Unit PEG Writing Program <i>Write For Texas</i></p>	<p>PLC Collaboration Differentiated/Individualized Instruction IEP/LPAC</p>	<p>Achievement Gap Reduction</p>	<p>Principal Dean of Instruct. Instruc. Coaches CILT Faculty Counselors</p>	<p>Focus Grant Funds High School Allotment Title I Funds</p>

Section 2

School Culture & Climate

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 2.1 Foster a positive campus culture that models our mission and vision statement which includes a “first time/last time” attitude for testing and didactic activities.</p>	<p>Informational Surveys of Parents and Students Incentive Programs Celebrate Our Successes Remarket Ourselves Peer Teacher Modeling and Mentoring Provide Youth Leadership Opportunities Through Extracurricular and Instructional Activities</p>	<p>Social Media Survey Monkey and/or Blackboard Positive Reinforcement Quality Teaching Strategies Leadership Training</p>	<p>Improved Testing Success Decreased Disciplinary Referrals Decreased Need for Credit Recovery Increase in Commended STAAR scores Decrease in Drop Out Rate Changes in attitude: Students Parents Faculty and Staff</p>	<p>Principal Dean of Instruct. Instruc. Coaches CILT Faculty and Staff Counselors</p>	<p>High School Allotment Technology Funds</p>
<p>Activity 2.2 Faculty will provide consistent classroom management that includes clearly stated expectations related to academics, behavior, social and extracurricular activities</p>	<p>Campus-wide Classroom Expectations Implement Campus-wide Classroom Management with Fidelity RtI Tier 1 interventions Introduction of Social Training in ISS Staff Development Poverty Training</p>	<p>Positive Reinforcement Social Skills Curriculum</p>	<p>Improved Testing Success Decreased Disciplinary Referrals Decreased Need for Credit Recovery Increase in Commended STAAR Scores Decrease in Drop Out Rate</p>	<p>Principal All Faculty and Staff</p>	<p>Focus School Grant High School Allotment Technology Funds</p>

Section 3

Staff Quality, Recruitment & Retention

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 Provide faculty with substantial support and a positive campus culture to build success in all classrooms</p>	<p>Mentoring and Buddy System Principal's "Dirty Dozen" PLC Collaboration Professional Development Recruitment and Hiring Practices to Include 100% Highly Qualified Faculty Utilize State and District Faculty Incentives Campus Incentives and Recognition ESC-5 Write for Texas Grant</p>	<p>Team Collaboration Cultural Competence Peer Faculty Mentoring Peer Faculty Mentoring Expert Professional Development</p>	<p>Increased Highly Qualified Faculty Teacher Moral Teacher Retention</p>	<p>Principal Dean of Instruction Asst. Principals Instruc. Coaches CILT Faculty Mentors/Buddies</p>	<p>Central Administration Support</p>
<p>Activity 3.2 100% of the teaching staff will be highly qualified.</p>	<p>Highly Qualified teachers Professional Development</p>	<p>Interview committees Check for certifications Job Fairs Gifted and Talented training Participate in district recruitment events and utilized recruitment tools.</p>	<p>Appropriate certifications</p>	<p>Principal Dean of Instruction</p>	<p>PD 360 Eduphoria Region 5 HR Department Support</p>

Section 4

Curriculum & 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
<p>Activity 4.1 Integrate curriculum horizontally across core areas to increase reading, writing and mathematics fluency in all grade levels with an emphasis on higher order thinking skills.</p>	<p>Standardized Short Answer Writing Cross Curricular Activities Higher Order Question Stems Introduction of Additional LSCO Dual Credit Opportunities</p>	<p>"ACE" Writing Program Horizontal & Vertical Teaming Teacher In-Service Formative Assessment Project Based Learning Professional Develop: Gretchen Bernabie Unpacking TEKS</p>	<p>Improvement in Short Answer Question Scores Improved Standardized Test Scores Increased Student Participation in Dual Credit</p>	<p>Principal Dean of Instruct. Asst. Principals Instruc. Coaches CILT Faculty</p>	<p>Internet Access Current Periodicals High School Allotment Title I Funds ESC 5</p>
<p>Activity 4.2 Develop a well-defined comprehensive pyramid of interventions addressing the academic needs of all students.</p>	<p>Tutorial Programs Student Academic Tracking RtI Committee</p>	<p>Response to Intervention Grand Central Station</p>	<p>Increased Standardized Test Passing Rate</p>	<p>Principal Dean of Instruct. Asst. Principals Instruc. Coaches CILT RtI Team Faculty</p>	<p>High School Allotment Title I Funds ESC 5</p>

Section 5

Discipline Management

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 Implement and continue developing a well-defined comprehensive pyramid of interventions addressing the behavioral needs of all students.	Response to Intervention Community Liaison Grand Central Station Adaptive Behavior Unit Social Skills Training RtI Committee	Disciplinary Consequences Parent Communication Professional Development	Substantial Decrease in Disciplinary Referrals	Principal Assistant Principals Dean of Instruct. CILT RtI Team Faculty	High School Allotment
Activity 5.2 Consistent and equitable management of uniform campus rules which hold all students accountable and rewards positive behaviors	Non-negotiables Verbal Reinforcement Increased positive Communication Home	Disciplinary Consequences Positive Reinforcement Tangible Rewards Recognition	Decrease in Disciplinary Referrals, Suspensions, and ISS/AAC Referrals Increase in Personal And School Pride	Principal Assistant Principals Faculty	High School Allotment Comp. Ed. Funds Local Businesses

Section 6

Family & 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 6.1 Increased communication with parents in regards to student expectations, student achievements, and our district's educational goals	Consistent Communication Adequate Parent Notification Building Fidelity Open House and Scheduled Parent Meetings Student/Parent Surveys	Blackboard for Call-out's and Email Teacher/Parent Conferences	Positive Feedback from Parents and Community	All Campus Personnel	Blackboard Skyward District/Campus Website
Activity 6.2 Establish an active CTE advisory board to promote vocational education and real-life job skills	Stakeholder Relationships	Community Involvement Communities in Schools	Positive Feedback from Parents and Community	Dean of Instruct. CTE Faculty	Email Carl Perkins Funds High School Allotment

Section 7

School Context & Organization

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 7.1 Set high expectations both academically and behaviorally and celebrate all successes	Six Weeks Honor Roll Recognition Departmental Student of the Month STAAR Recognition and Pep Rally Honors Banquet or Breakfast Numeracy/Literacy Labs	Positive Reinforcement Training in Poverty Instruction/Engagement Individualized Intensive Plans of Instruction	Increase Student Participation and Pride Increased Numbers on Honor Roll Attitude of Pride in Academics	Campus Leadership Team CILT Faculty	Administrative Support Focus Grant Funds
Activity 7.2 Improve transitions between middle school and high school and college	Stallions to Mustangs Freshman Orientation Endorsement Fair Dual Credit Fair LSCO Training for TSI	Vertical Planning (HB5) Response to Intervention	Increase Student Participation Greater Enrollment and Success in Dual Credit Programs	Campus Leadership Team CILT Middle School Team	Compass Learning Local Funds Transportation LSCO Team

Section 8

Technology

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 8.2 Provide faculty technology training using hands-on learning to facilitate integration and utilization of existing technology	Calculator Training SmartBoard Training Promethean Board Training Flipped Classroom Training Integration Training	Professional Development	Smooth Seamless Integration of Technology in the Classroom	Principal Dean of Instruction Instructional Coaches Librarian CILT Faculty	Title I Funds Training Facilitators

Section 9

School Safety

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 9.1 Sufficient training for faculty and staff on emergency procedures including post-emergency activities	Emergency Operations Procedures Monthly Drills Training Staff on Plan	Emergency Operations Plan Classroom Management Raptor for Visitors Monthly Fire Drills Shelter-in-Place Drills Severe Weather Drills SRO on duty	Comfort level of Faculty and Staff during drills Safety Drill Log	Principal Asst. Principal Faculty & Staff Safety Resource Officers	Emergency Operations Plan Interagency Cooperation