

Smithville Independent School District
Smithville High School
2021-2022 Campus Improvement Plan

Table of Contents

- Comprehensive Needs Assessment 3
 - Demographics 3
- Priority Problem Statements 3
- Goals 4
 - Goal 1: The district will provide a safe and educationally effective environment for students and staff. 5
 - Goal 2: The district will meet and exceed state and federal accountability standards. 9
 - Goal 3: The district will provide opportunities for parents and the community to communicate and collaborate with the district as partners. 15
 - Goal 4: The district will maintain a strategic, efficient operational and fiscal plan. 19
- Campus Funding Summary 22
- Addendums 23

Comprehensive Needs Assessment

Demographics

Demographics Summary

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

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

Demographics Strengths

We are a very diverse campus.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): We have a high percentage of Economically Disadvantaged students. **Root Cause:** Community demographics

Problem Statement 2 (Prioritized): We have a large at Risk population **Root Cause:** Community demographics, Mobility, State mandated Testing once a student fails a test they are placed at risk

Priority Problem Statements

Problem Statement 1: We have a high percentage of Economically Disadvantaged students.

Root Cause 1: Community demographics

Problem Statement 1 Areas: Demographics

Problem Statement 2: We have a large at Risk population




Root Cause 2: Community demographics, Mobility, State mandated Testing once a student fails a test they are placed at risk

Problem Statement 2 Areas: Demographics

Goals

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


Performance Objective 1: 15% of all professional development opportunities will be related to an identified area of district need for improvement


Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement PLC's for Core Teachers every 6 weeks to review CBA data and share Strategies. Strategy's Expected Result/Impact: Increase student success on state testing. Increase teacher knowledge of strategies/techniques that can be incorporated into daily planning and interventions. Staff Responsible for Monitoring: Principal, Instructional Coach Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Formative		
	Dec	May	Aug
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: The instructional coach will provide up-to-date training and support and support for teachers on Google Classroom (LMS), ensuring teacher proficiency and enriching learning for students who may be subject to extended leave of absence. Strategy's Expected Result/Impact: Standardize Google Classrooms across the campus and allow students to stay on the same academic timeline as their peers when absent. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers Funding Sources: - 211 Title I, Part A - \$40,998</p>	Formative		
	Dec	May	Aug
			
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: CTE staff will attend high quality staff development to align program offerings with industry standards. Strategy's Expected Result/Impact: Alignment of CTE classes with industry standards Staff Responsible for Monitoring: David Edwards TEA Priorities: Connect high school to career and college - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: - 244 Perkins Career & Technical Ed (CTE) - \$3,000</p>	Formative		
	Dec	May	Aug
			
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: High Quality Staff Development will be available to all teachers. Strategy's Expected Result/Impact: Improved instruction in the classroom Staff Responsible for Monitoring: Principal</p>	Formative		
	Dec	May	Aug

Title I Schoolwide Elements: 2.5, 2.6 - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction



 No Progress







 Accomplished

 Continue/Modify

 Discontinue






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

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

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






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

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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Smithville High School will implement PBIS strategies developed by the PBIS committee, and will meet regularly to review discipline data.</p> <p>Strategy's Expected Result/Impact: Decrease the number of disciplinary infractions overall and among targeted groups, and increase positive interactions amongst students and teachers.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, PBIS committee members.</p> <p>Title I Schoolwide Elements: 2.5, 2.6 - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Dec	May	Aug
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

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

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






Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Train all staff on safety drills using SRP protocols prior to the start of the school year. Train all students on SRP drills during the first week of school. Conduct regular safety drills as required.</p> <p>Strategy's Expected Result/Impact: Staff and students trained to respond appropriately in the event of an emergency situation.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal.</p>	Formative		
	Dec	May	Aug
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 2: The district will meet and exceed state and federal accountability standards.

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






Goal 2: The district will meet and exceed state and federal accountability standards.

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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Through implementation of Curriculum Based Assessments at Six week intervals, and PLC meetings, staff will regularly adjust instruction methods and intervention techniques to attain the goal of 85% or more of students attain the approaches level on Algebra and English EOC.</p> <p>Strategy's Expected Result/Impact: 85% or more students attain the approaches level on EOC exam.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Dec	May	Aug
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			






Goal 2: The district will meet and exceed state and federal accountability standards.

Performance Objective 3: Increase the percentage of students who attain the meets level on STAAR/EOC math and reading assessments by 10% points.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Through implementation of Curriculum Based Assessments at Six week intervals, and PLC meetings, staff will regularly adjust instruction methods and intervention techniques to increase the percentage of students who attain the meets level on Algebra and English EOC by 10% points.</p> <p>Strategy's Expected Result/Impact: Increase the percentage of students who attain the meets level on Algebra and English EOC by 10% points.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Dec	May	Aug
			
 No Progress  Accomplished  Continue/Modify  Discontinue			






Goal 2: The district will meet and exceed state and federal accountability standards.

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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: PLC meetings will analyze all subpopulation scores on CBA and Semester Exam and develop strategies to increase achievement among all student groups.</p> <p>Strategy's Expected Result/Impact: Close achievement gaps to no greater than 10%</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Dec	May	Aug
			
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>			






Goal 2: The district will meet and exceed state and federal accountability standards.

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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: SHS will increase student opportunities to achieve college, career and military readiness by offering TSI prep and testing earlier in their high school career, and increase the opportunity to earn industry based certifications through the addition of a medical pathway through CTE.</p> <p>Strategy's Expected Result/Impact: A 5% increase in students who achieve college, career, and military readiness standards.</p> <p>Staff Responsible for Monitoring: Principal, Federal Special Programs Director, Campus Counselors</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Dec	May	Aug
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

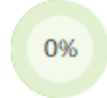




Goal 2: The district will meet and exceed state and federal accountability standards.

Performance Objective 6: Increase Limited English Proficient (LEP) student exit rates by 5%

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: ELL support will take place as a push in strategy. ELL specialist will pull students out as student needs dictate. Strategy's Expected Result/Impact: Increase student knowledge and improve student participation in class as an active learner. Staff Responsible for Monitoring: Principal, ELL Support Teacher Title I Schoolwide Elements: 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Dec	May	Aug
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 3: The district will provide opportunities for parents and the community to communicate and collaborate with the district as partners.

Performance Objective 1: Provide and conduct quarterly District Site-based Decision Meetings (DSBDM)






Strategy 1 Details	Formative Reviews		
<p>Strategy 1: SHS will conduct campus site-based decision meeting and will bring forward information from those meeting to the District Site-Based meetings. The committee will look at all aspects of the high school campus.</p> <p>Strategy's Expected Result/Impact: Provide feedback from campus to the district site-based team.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 3.1, 3.2 - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Dec	May	Aug
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 3: The district will provide opportunities for parents and the community to communicate and collaborate with the district as partners.

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






Goal 3: The district will provide opportunities for parents and the community to communicate and collaborate with the district as partners.

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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: SHS will regularly update the school website and social media pages to keep parents informed and celebrate student and staff success.</p> <p>Strategy's Expected Result/Impact: Inform parents and create a positive environment for parents, students, and staff.</p> <p>Staff Responsible for Monitoring: Principal, Counselors, Campus Directors, Sponsors/Coaches</p>	Formative		
	Dec	May	Aug
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			






Goal 3: The district will provide opportunities for parents and the community to communicate and collaborate with the district as partners.

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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The campus will nominate 2 students of the nine-weeks each nine week grading period. Students will be nominated by their teachers and then will be recognized by the Superintendent and School board at the corresponding school board meeting.</p> <p>Strategy's Expected Result/Impact: Student recognition, increase in Tiger Pride.</p> <p>Staff Responsible for Monitoring: Principal, Teachers.</p>	Formative		
	Dec	May	Aug
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			







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

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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: SISD truant officer will do routine follow up check and make parent/guardian contacts on all SHS students with three or more absences.</p> <p>Strategy's Expected Result/Impact: Increase student attendance, facilitate parent/guardian awareness.</p> <p>Staff Responsible for Monitoring: Truancy Officer-Letter mail outs, Principal</p>	Formative		
	Dec	May	Aug
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

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

Performance Objective 2: Increase teacher retention to 85%

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Meet with staff individually a minimum of twice per year to discuss performance and provide support. Strategy's Expected Result/Impact: Reduce staff turnover and improve performance. Staff Responsible for Monitoring: Principal, Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative		
	Dec	May	Aug
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide meals for staff multiple times throughout the year to express appreciation. Strategy's Expected Result/Impact: Improve staff moral and reduce turnover. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative		
	Dec	May	Aug
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

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

Campus Funding Summary

211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2			\$40,998.00
Sub-Total					\$40,998.00
244 Perkins Career & Technical Ed (CTE)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			\$3,000.00
Sub-Total					\$3,000.00
Grand Total					\$43,998.00

Addendums