

Celina Independent School District
Celina High School
2022-2023 Campus Improvement Plan

Mission Statement

Celina High School Mission Statement: Celina High School will prepare each student for college and career readiness through technology enriched curriculum, strong work ethic, and time honored tradition.

Motto

Paving the way for the future.

Vision

Celina High School Vision Statement: Preparing for the future while embracing the excellence of the past.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

The enrollment at Celina High School has shown consistent growth for the past few years. Celina High School is estimated to have around 1000 students for the 2021-2022 school year which is up approximately 120 students from the previous year. CHS will have estimates of 486 male students and 524 female students. (.9% American Indian, .6% Asian, 5.9% African American, 31.5% Hispanic, 61.5% Caucasian, and 3.9% two or more races.

CHS has seen an increase in at-risk students as well as students needing special education and 504 services.

The student-teacher ratio at CHS for the 21-22 school year will be approximately 22 to 1 and up to 26 to 1

Demographics Strengths

- A growing number of staff members obtaining AP training
- Low drop out rate
- Low pregnancy rate
- High Graduation rate
- High teacher retention rate. (Number 1 in Region 10 & 11)
- A higher level of security protocols in place
- Full-time SRO Officer on campus
- School Marshals on campus

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): How will CHS will lower failure rates among SPED and ESL Populations **Root Cause:** A need for additional staff and changes to the overall SPED organizational setup.

School Processes & Programs

School Processes & Programs Summary

Celina High School emphasizes to our staff a great need for professional development and encourages the use of outside entities to provide this. (I.E. Region 10)

CHS also assigns mentor teachers to new hires to our district. This allows new teachers direct contact for Q&A and helps the learning curve for our campus. CHS teachers also attend a new teacher academy hosted by the admin once a month to learn about our district and get the support needed to make their transition smooth.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Ensuring the plan for HB4545 is implemented and all students receive the support needed to close the achievement gap in the 21-22 school year. **Root Cause:** The pandemic during the 19-20 school year left gaps in student education.

Perceptions

Perceptions Summary

Celina High School believes strongly in the community as it pertains to education. CHS prides itself on teaching our students a strong foundation of hard work and tenacity while instilling respect and leadership qualities in them. We believe strongly in setting the proper expectations for our teachers, our parents, and of course our students. The examples below are the foundation of the qualities we are looking for in all of these areas.

These are:

PARENTS Expectations

- 1) Partner
- 2) Engage
- 3) Advocate
- 4) Be Respectful

FACULTY Expectations

- 1) Team Player
- 2) Passionate
- 3) Risk-Taker
- 4) Student Empowering
- 5) Engaging
- 6) Professional

STUDENT Expectations

- 1) Leader
- 2) Self-Disciplined
- 3) Honest
- 4) Connected

Perceptions Strengths

Celina High School, utilizing its campus culture surveys, identified the following strengths

- 1) The partnership between parents and the school
- 2) The multitude of activities
- 3) Staff and Teachers take care of their students
- 4) Caring environment

Problem Statements Identifying Perceptions Needs

Problem Statement 1: How does Celina High School hold on to its traditions while our district and community are growing at a rapid pace? **Root Cause:** An increase in growth will cause our district to double in size in the next 3 to 5 years.

Priority Problem Statements

Problem Statement 1: How will CHS will lower failure rates among SPED and ESL Populations

Root Cause 1: A need for additional staff and changes to the overall SPED organizational setup.

Problem Statement 1 Areas: Demographics

Problem Statement 2: CHS will specifically target moving students from approaching to meets and meets to master for the 21-22 school year.

Root Cause 2: Closing the achievement gap after the 20-21 school year.

Problem Statement 2 Areas: Student Learning

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations

Student Data: Assessments

- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT
- SSI: Apex Learning accelerated reading assessment data for English I and II (TEA approved statewide license)
- Student failure and/or retention rates
- Local benchmark or common assessments data
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Student Data: Student Groups

- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Section 504 data
- Homeless data

- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- Equity data
- T-P ESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices



Goals





Goal 1: Celina High School will always put the physical safety and the emotional well being of our students and staff as our top priority each day.

Performance Objective 1: Celina High School will continuously work to improve school safety procedures and protocols to keep our students and staff safe on a daily basis.

High Priority

Evaluation Data Sources: Security Audit
Emergency Procedures Manual and Minutes

Strategy 1 Details	Reviews			
<p>Strategy 1: CHS will conduct monthly meetings of our campus assessment and care team to ensure all parties are aware of potential safety and security issues on campus.</p> <p>Strategy's Expected Result/Impact: Ensure at-risk students are identified and monitored. Ensure all team members openly discuss any existing concerns. Identify students who potentially need to be added to the list.</p> <p>Staff Responsible for Monitoring: Assistant Principal Counselors Nurse SRO</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Targeted Support Strategy</p>	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Weekly and Daily Exterior Door Checks</p> <p>Strategy's Expected Result/Impact: Continually checking the safety of each exterior door.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Principal Interns Teachers Assistant Athletic Director Chief of Police Director of Administrative Services</p>	Formative			Summative
	Sept	Nov	Mar	June
				







Strategy 3 Details	Reviews			
<p>Strategy 3: Various trainings and updates through the school year for students and staff. Staff will participate in intruder training. Students will participate in Stop the Bleed Training.</p> <p>Strategy's Expected Result/Impact: Continue to improve the safety and well being of students, staff, and all stakeholders at Celina High School</p> <p>Staff Responsible for Monitoring: Principal Director of Administrator Services Chief of Police Sergeant Harris Celina Fire Department</p>	Formative			Summative
	Sept	Nov	Mar	June
	0%			
Strategy 4 Details	Reviews			
<p>Strategy 4: Increase the total number of School Marshals on the CHS campus.</p> <p>Strategy's Expected Result/Impact: To help keep students and staff physically safe on a daily basis.</p> <p>Staff Responsible for Monitoring: Principal Dave Wilson</p>	Formative			Summative
	Sept	Nov	Mar	June
	0%			
<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: Celina High School will always put the physical safety and the emotional well being of our students and staff as our top priority each day.

Performance Objective 2: Celina High School will support all students and staff through enhanced counseling, social-emotional programs, and partnership programs to enhance the social and emotional well being for all at CHS.

High Priority

Evaluation Data Sources: Social and Emotional Programs from counseling center through CATs time.

Strategy 1 Details	Reviews			
<p>Strategy 1: Celina High School will meet with selected students monthly to collaborate ideas and better understand the students and their needs.</p> <p>Strategy's Expected Result/Impact: Have a group that can be a liaison between the admin and our student body. Solicit ideas from students</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Counselors</p>	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Celina High School will continue to grow student growth programs such as AVID, the Ambassador Program, CTE Work Program, internship opportunities, and certifications upon graduation for all students.</p> <p>Strategy's Expected Result/Impact: Growth opportunities professionally and personally. Certifications and job opportunities.</p> <p>Staff Responsible for Monitoring: Principal CTE Director AVID and Ambassador teachers</p> <p>Funding Sources: Resources for projects - 199 -- CISD - \$1,000</p>	Formative			Summative
	Sept	Nov	Mar	June
				
<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: Celina High School will continue to work to provide and support effective teaching in every classroom.

Performance Objective 1: Celina High School will continue to recruit, develop, train, and retain high-quality educators dedicated to continuous improvement.

High Priority

HB3 Goal

Evaluation Data Sources: Retention rate
 Number of certifications obtained
 Internal staff being promoted to new positions

Strategy 1 Details	Reviews			
<p>Strategy 1: Celina High School will identify highly motivated teachers and target areas of interest to help them with training opportunities for professional growth.</p> <p>Strategy's Expected Result/Impact: Investing in our current staff's professional growth Growing Teacher Leaders for future PLC roles</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Teacher Leaders</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p>	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Celina High School will continue to identify and recognize teachers that go over and above to support and help their colleagues and students on campus.</p> <p>Strategy's Expected Result/Impact: High morale High Teacher retention Additional recruitment of teachers</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Office Manager Brittany Frideley: Weekly Shout Outs</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Sept	Nov	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				






Goal 2: Celina High School will continue to work to provide and support effective teaching in every classroom.

Performance Objective 2: Celina High School will identify educators with specific industry-based experience to enhance all current and future CTE classes offered.

High Priority

HB3 Goal







Evaluation Data Sources: Specific Interviews with new candidates
Partnerships with local businesses
District of Innovation Certifications

Strategy 1 Details	Reviews			
<p>Strategy 1: Targeted CTE recruitment of teachers that have specific experience in the content areas we are targeting with our pathways.</p> <p>Strategy's Expected Result/Impact: Real-world experience will enhance the CTE course offerings Growth based upon class interest Additional funding for CTE participants</p> <p>Staff Responsible for Monitoring: CTE Director Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college</p> <p>- ESF Levers: Lever 4: High-Quality Curriculum</p>	Formative			Summative
	Sept	Nov	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Celina High School will continue to provide and support a viable curriculum to assist all students reach their fullest potential and prepare each of them for their post secondary education goals. .

Performance Objective 1: Celina High School will work to develop and enhance a common campus language for instruction throughout shared courses.

Evaluation Data Sources: Alignment throughout specific courses that crossover between teachers.
Alignment of all coursework (Daily work, Quizzes, Tests)

Strategy 1 Details	Reviews			
<p>Strategy 1: CHS Administration will work with Teacher Leaders and curriculum coaches to strengthen PLCs with guidance and tools that directly strengthen the effectiveness of the PLC meetings and the instruction in the classroom.</p> <p>Strategy's Expected Result/Impact: The common language in all PLC meetings (Common agenda / Norms / common assessment) Monitor student academic growth with Map Testing (English & Math) PLC Staff Development October 12th</p> <p>Staff Responsible for Monitoring: CHS Administration All Staff at CHS</p>	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Celina High School will continue to develop and implement support structures that are available to all students that allow for crossover and active teacher support to address students' academic needs and gaps.</p> <p>Strategy's Expected Result/Impact: HB4545 Tutoring will help close the academic gap from the previous school year. ICU tutoring with help with missing assignments from our students. Improving our MTSS program will benefit all students</p> <p>Staff Responsible for Monitoring: CHS Administration District Student Services Administrators Lead Teachers</p> <p>TEA Priorities: Improve low-performing schools</p> <p>Funding Sources: ICU Program / HB4545 - 255--Title II - \$5,000</p>	Formative			Summative
	Sept	Nov	Mar	June
				
<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: Celina High School will continue to provide and support a viable curriculum to assist all students reach their fullest potential and prepare each of them for their post secondary education goals. .







Performance Objective 2: Celina High School will establish a foundation and specific programs that directly support College & Career Readiness for all students.

High Priority

HB3 Goal

Evaluation Data Sources: New CTE Offerings
 Military Branch Presentations and Visits
 Implementation of Bridges Program in Math and English

Strategy 1 Details	Reviews			
<p>Strategy 1: Celina High School will identify local businesses to partner with in order to provide opportunities for internships and jobs while students are in high school or post-graduation.</p> <p>Strategy's Expected Result/Impact: Stronger relationships with local businesses. Real-world opportunities for students Continue to add businesses to our partnership</p> <p>Staff Responsible for Monitoring: Admin Team CTE Director</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Celina High School will work directly with Collin College (locally) and other universities, to offer dual credit courses that cover core content areas, as well as, CTE classes.</p> <p>Strategy's Expected Result/Impact: Additional Dual credit offerings Partnership opportunities to enhance our CTE career pathways</p> <p>Staff Responsible for Monitoring: Principal CTE Director Counselors</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Sept	Nov	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Celina High School, working with Collin College, will have a Collin College counselor on campus to assist students with enrollment procedures and post-secondary questions.</p> <p>Strategy's Expected Result/Impact: To increase the number of students who go to college after High School To assist students with the enrollment process through Collin College or different universities. Assist CHS by being a liaison between the COLlege and the High School.</p> <p>Staff Responsible for Monitoring: Principal Counselors Collin County College Counselor</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: CHS will host Region 10 and they will will come and give us a presentation regarding transition and graduation requirements. This will cover everything from PEIMS coding to grad plans, and then all the way to life after high school.</p> <p>Strategy's Expected Result/Impact: Insure our students are coded correctly Providing as many opportunities to our students as possible.</p> <p>Staff Responsible for Monitoring: CHS administration Counselors PEIMS Clerk</p> <p>TEA Priorities: Connect high school to career and college -</p>	Formative			Summative
	Sept	Nov	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Celina High School will continue to provide and support a viable curriculum to assist all students reach their fullest potential and prepare each of them for their post secondary education goals. .

Performance Objective 3: Celina High School will provide opportunities for our families to be involved in the creation of the campus culture. Additionally, we will be looking for community members to be involved in our campus site-based committee.

High Priority

Evaluation Data Sources: Increased participation of family members, business leaders, and community members on our CHS Bobcat Council.

Skyward Family Access for all families.

Weekly updates through Skyward and Google Classroom

Campus Funding Summary

199 -- CISD					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	2	Resources for projects		\$1,000.00
Sub-Total					\$1,000.00
255--Title II					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	2	ICU Program / HB4545		\$5,000.00
Sub-Total					\$5,000.00