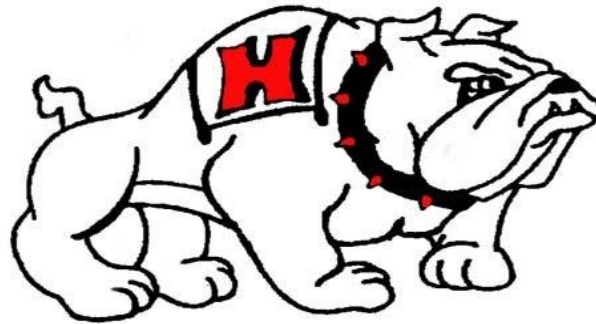


Howe High School  
Campus Improvement Plan  
2016-2017



“Educating the Hope of Tomorrow”

## THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

## THE STATE OF TEXAS PUBLIC EDUCATION GOALS

- GOAL #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- GOAL #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- GOAL #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.
- GOAL #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

## THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

- Objective #1: Parents will be full partners with educators in the education of their children.
- Objective #2: Students will be encouraged and challenged to meet their full educational potential.
- Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- Objective #4: A well-balanced and appropriate curriculum will be provided to all students.
- Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.
- Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.
- Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.
- Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.
- Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

# Howe ISD Board Goals 2016-2017

## **Expect and achieve academic excellence at every campus for all students.**

- The District will provide meaningful and challenging curriculum and instruction to foster academic growth and produce graduates who are college, technical school and / or career ready.
- The District Technology Plan will address the implementation of skills which ensure mastery in the use of age-appropriate technology.

## **Attract, retain and develop exemplary employees for all jobs in the district.**

- Salaries and benefits will be competitive with AAA schools in Grayson County and/or UIL District.
- Employee attendance will be maintained at a minimum of 96%.
- Staff development to address campus and district goals will be provided.
- All teachers will meet state certification requirements.

## **Develop and expand programs and services that promote parent and community satisfaction.**

- Emphasis will be placed on increasing parental involvement.
- Methods will be used to evaluate and improve parent, student and community satisfaction with HISD programs and services and may include on-line opportunities for stake-holder input.
- Programs that support student and staff in developing and sustaining a positive school environment and culture will be provided.

## **Promote participation in school sponsored extra and co-curricular activities.**

- 90% of 7<sup>th</sup> and 8<sup>th</sup> grade students and 80% of high school students will participate in at least one co-curricular or extra-curricular activity each school year.
- Adequate staff and facilities will be provided for extra and co-curricular activities.

## **Provide for all operations in the most cost effective and efficient manner possible.**

- The District's financial process will provide adequate campus budgets for the attainment of district and campus goals.
- The district will budget appropriately and ensure efficient use of funds allocated to maintain and enhance the quality of the physical plant.
- The district will maintain a minimum operational fund balance of 20% of the annual budget.

Committee Members

Member	Role
James Teafatiller	Principal
Lori Fritchie	Assistant Principal
Sara Rice	Teacher
Twana Stubblefield	Teacher
Gena Dunfee	Teacher
Natalie McCall	Teacher
Sharla Ross	Parent/Business Owner
Michelle Carney	Parent/Community Member

2016 State Accountability Summary

Met Standard

Distinction Designations

- Academic Achievement in ELA/Reading
- Academic Achievement in Mathematics
- Academic Achievement in Science
- Academic Achievement in Social Studies
- Top 25 Percent Student Progress
- Top 25 Percent Closing Performance Gaps
- Postsecondary Readiness

<b>Ideal State: Goal(s)</b>				
Expect and achieve academic excellence for all students at Howe High School.				
<b>Objective(s):</b>				
<ol style="list-style-type: none"> <li>1. To Improve Academic Achievement and to address the needs of all students</li> <li>2. To achieve the rating of “Met Standard” based on the Texas Education Agency Standards for student achievement on state tests, attendance, and graduation rate and achieve 100% on all ASR System Safeguards for federal accountability.</li> <li>3. To promote personal health and safety</li> </ol>				
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evaluation
Offer a variety of CTE (Career and Technical Education) courses based upon student interest and that have been identified as high wage and high demand careers/jobs	Principal Counselor	Career Cruising (Interest inventory)	March 2016	Master Schedule
Provide parents with information regarding scholarship and college entrance requirements to Junior and Senior students, and conduct meetings in order to discuss information with students and parents	Principal Counselor	Admission materials Scholarship Board Counselor Listserv	Junior/Senior years	
Utilize the TEKS Resource System (TRS) – specifically the IFD and YAG - to develop challenging and engaging lessons	Teachers	TRS software	Ongoing	Increase in student academic achievement and performance as evidenced on the state and unit assessments
Develop and implement an EOC remediation course to support student achievement on the state assessment	Principal Teachers	EOC remediation supports	Ongoing	Increase in student academic achievement and performance as evidenced on the state assessment
Develop and maintain a CTE Advisory Committee to evaluate and provide meaningful feedback to facilitate the CTE programs in order to serve the needs of students and the community	Principal Counselor CTE Coordinator CTE Teachers CTE Advisory Board	Course Catalog Career Cluster Info	Ongoing	CTE courses aligned with Endorsements

**Ideal State: Goal(s)**

Expect and achieve academic excellence for all students at Howe High School.

**Objective(s):**

1. To Improve Academic Achievement and to address the needs of all students
2. To achieve the rating of “Met Standard” based on the Texas Education Agency Standards for student achievement on state tests, attendance, and graduation rate and achieve 100% on all ASR System Safeguards for federal accountability.
3. To promote personal health and safety

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evaluation
Deployment and utilization of electronic devices to enhance student academic achievement	Principal Technology Director	Electronic Devices (iPad)	Ongoing	Increase in student academic achievement and performance as evidenced on the unit state assessment
Utilization of software that promotes student achievement and learning	Principal Technology Director Teachers	Software (i.e. Canvas, OneDrive, Nearpod, Turnitin, etc.)	Ongoing	Increase in student academic achievement and performance as evidenced on the unit and state assessment
Disaggregate academic data from unit and state assessments, benchmark, and other academic assessments	Principal Teachers	Eduphoria	Ongoing	Increase in student academic achievement and performance as evidenced on the unit and state assessment
Continue with a three-tiered intervention program for reading and math to provide assistance to student before referring them to Special Education for assessment.	Principal Special Ed Coop Teachers	Rtl Interventions	Ongoing	Reduction of Special Education referrals / identification per TAPR, ASR System Safeguards, and PBMAS data.
Ensure that all students receive proper accommodations as identified by the Special Education and 504 Committees.	Principal 504 Coordinator Teachers	ARD meetings 504 meetings	Ongoing	Review every grading period

<b>Ideal State: Goal(s)</b>				
Expect and achieve academic excellence for all students at Howe High School.				
<b>Objective(s):</b>				
<ol style="list-style-type: none"> <li>1. To Improve Academic Achievement and to address the needs of all students</li> <li>2. To achieve the rating of “Met Standard” based on the Texas Education Agency Standards for student achievement on state tests, attendance, and graduation rate and achieve 100% on all ASR System Safeguards for federal accountability.</li> <li>3. To promote personal health and safety</li> </ol>				
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evaluation
Provide summer school for remediation and credit recovery for struggling students.	Principal Counselor Teachers	STAAR data Transcripts/grades	Ongoing	Increase in student academic achievement and performance as evidenced on the state assessment and recovered credits
Continue computer instruction for drop-out recovery and credit recovery	Principal Counselor Teacher	Odysseyware Computer systems	Ongoing	Increase in student academic achievement and performance as evidenced by the number of recovered credits
Provide pregnancy related education and pregnancy-related services as part of a comprehensive drop-out prevention program	Principal Counselor Teachers	Schedule of services PEIMS reports Presentation	Ongoing	Decrease in teen pregnancy rate
Teachers new to the district will attend 30-hours of training for initial GT or Advanced Academic certification; GT / Adv. Academics certified teachers will attend an annual 6 hour GT/ Adv. Academics update.	Principal Teachers	Staff Development	June – December	Increase in student academic achievement and performance as evidenced on the state assessment and recovered credits

<b>Ideal State: Goal(s)</b>				
Expect and achieve academic excellence for all students at Howe High School.				
<b>Objective(s):</b>				
<ol style="list-style-type: none"> <li>1. To Improve Academic Achievement and to address the needs of all students</li> <li>2. To achieve the rating of “Met Standard” based on the Texas Education Agency Standards for student achievement on state tests, attendance, and graduation rate and achieve 100% on all ASR System Safeguards for federal accountability.</li> <li>3. To promote personal health and safety</li> </ol>				
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evaluation
Host College and Career Day	HS Principal HS Counselor Tech Director Teachers	College reps Hospitality items	Fall semester	Annual
Teachers in core area subjects will receive training in curriculum and assessment relating to STAAR and EOC testing.	Principal Teachers	TRS Curriculum Lead4Ward Field Guides	Ongoing	Increase in student academic achievement and performance as evidenced on the unit state assessment
All instructional and curriculum materials will be purchased to align with state standards and assessments	Principal Teachers	Instructional materials	Ongoing	Increase in student academic achievement and performance as evidenced on the unit state assessment
Waiver granted to reduce number of Foreign Exchange students enrolled at the High School level (5). This will better allow all current students to access limited services and courses.	Principal Counselor	Approval of waiver by state, and increased availability of services and courses to students current enrolled.	Ongoing	Annual
Identify students at-risk of dropping out of school in accordance with the district’s Compensatory Education (At-Risk) plan and provide programs that target at-risk students	Principal Counselor	Various programs and supports	Ongoing	Increase in student academic achievement and performance as



**Ideal State: Goal(s)**

Expect and achieve academic excellence for all students at Howe High School.

**Objective(s):**

1. To Improve Academic Achievement and to address the needs of all students
2. To achieve the rating of “Met Standard” based on the Texas Education Agency Standards for student achievement on state tests, attendance, and graduation rate and achieve 100% on all ASR System Safeguards for federal accountability.
3. To promote personal health and safety

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evaluation
or help to prevent students from becoming at-risk. (PALS, Abstinence program, HISD drug testing program, tutorials & credit recovery, volunteers, incentives, recognitions and etc.)				evidenced on the unit state assessment
Support Special Education students through inclusion, the resource classroom, content mastery, and other related services.	Principal Teachers	Eduphoria	Ongoing	Increase in student academic achievement and performance as evidenced on the unit state assessment
Obtain instructional resources to increase effectiveness to facilitate LEP student success.	Principal LPAC	Eduphoria	Ongoing	Increase in student academic achievement and performance as evidenced on the unit state assessment
Maintain Bullying policy and procedures.	Principal Counselor SHAC	TASB policy	Ongoing	Annual
Continue drug testing for extra-curricular participants and student drivers.	Principal Athletic Director Nurse	Collection agency Test results	Ongoing	Annual

**Ideal State: Goal(s)**

Expect and achieve academic excellence for all students at Howe High School.

**Objective(s):**

1. To Improve Academic Achievement and to address the needs of all students
2. To achieve the rating of "Met Standard" based on the Texas Education Agency Standards for student achievement on state tests, attendance, and graduation rate and achieve 100% on all ASR System Safeguards for federal accountability.
3. To promote personal health and safety

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evaluation
Continue Implementation of Date Safety Policy per House Bill 131	Principal Counselor	Policy	Ongoing	Annual

**Ideal State: Goal(s)**

Attract, retain and develop exemplary employees for all jobs on the campus.

**Objective(s):**

1. To improve instructional skills
2. To improve student discipline
3. To provide services and assistance for staff and students
4. To provide facilities and materials needed to improve instruction and attract/retain employees
5. To ensure that all students will be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evaluation
New Teachers and/or Veteran Teachers may be released from classroom duties to complete requirements of the Howe Mentor Program as appropriate.	Principal Teachers	Master schedule	Ongoing	Annual
Staff development will include the following areas: <ul style="list-style-type: none"> <li>• Technology training</li> <li>• TEKS / Curriculum alignment</li> <li>• Campus planning</li> <li>• Instructional Strategies and ELPS</li> <li>• Special Education</li> <li>• Gifted and Talented</li> <li>• Dyslexia</li> <li>• 504</li> </ul>	Principal	Region 10 Online Workshops	Ongoing	Annual
Training will be provided for regular education teachers to equip them with Pre-referral intervention (RtI) strategies to utilize with students with academic needs.	Principal Counselor	Staff Development days	Ongoing	Sign in sheets Schedule Observations
Each campus will recognize students for excellent behavior, citizenship, and/or improved conduct.	Principal	Student CoC and Handbook	Ongoing	Decrease in the number of referrals
Utilize an Employment Committee during the employment process in order to find the best candidate for the position	Principal Committee members		Ongoing	Increase in the rate of retention

<b>Ideal State: Goal(s)</b>				
Develop and expand programs and services that promote parent and community satisfaction.				
<b>Objective(s):</b>				
1. To provide all parents numerous opportunities to be informed and involved in their child's education				
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evaluation
Host Parent/Student Night to provide information on College and Career planning and SAT/ACT testing.	Principal Counselor	College information guides, etc.	Ongoing	Attendance rate
Disseminate information or publicize student achievement accomplishments.	Principal Counselor	Local newspaper Social media Web site	Ongoing	Annual
Develop a Parent Involvement Committee to evaluate parent engagement activities and policy at the district and campus levels.	Principal Counselor		Ongoing	Annual
Host parent/student night to provide information on FAFSA and college applications	Principal Counselor	Informational brochure and presentation	Ongoing	Annual
Utilize webinars and/or webpage to create an online presence for various informational meetings	Principal Counselor Technology Director	Webpage Webinar software	Ongoing	Annual
Advertise and support various booster clubs	Principal Directors		Ongoing	Annual
Develop a program in which community members, business owners, and parents serve as guest speakers about their chosen professions	Principal Counselor		Ongoing	Annual

<b>Ideal State: Goal(s)</b> Promote participation in school sponsored extra and co-curricular activities.				
<b>Objective(s):</b> <ul style="list-style-type: none"> <li>80% of high school students will participate in at least one co-curricular or extra-curricular activity each school year.</li> </ul>				
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evaluation
Provide opportunities for students to participate in various extra-curricular and/or co-curricular activities (UIL, Band, Athletics, Robotics, FCS, Spanish Club, ASL Club, Cheer, Theater, FFA, PALS, etc.)	Principal Sponsors	Extra-curricular events and programs	Ongoing	Annual
Expand opportunities for students to participate in various extra-curricular and/or co-curricular activities	Principal Sponsors	Additional extra and co-curricular programs	Ongoing	Annual