

# **College Station High School**

Campus Improvement Plan

**2014-2015**



**1. School:** College Station High School

**2. Location:** 4002 Victoria Ave, College Station, TX 77845

**3. Campus Leadership Team Members:**

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Maria Crayton-Haliburton	Counselor
Justin Grimes	Administrator
Anne Hoffman	Counselor
Mike Martindale	Principal
Brent Maxwell	Fine Arts Department Chairperson
Julia Mishler	Administrator
Josh Munson	Science Department Chairperson
Tiffany Parkerson	Administrator
Matthew Quick	Administrator
Valarie Reed	Counselor
Britina Robinson	CATE Department Chairperson
Tina SanAngelo	Librarian
Molly Sanders	Social Studies Department Chairperson
Mary Selcer	Math Department Chairperson
Megan Symank	P.E. Department Chairperson
Michelle Vizquerra	Foreign Language Dept. Chairperson
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#### 4. Campus Improvement Plan Team Members:

<b>Members</b>	<b>Role</b>
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Greg Glass	Parent
Eddie Hancock	Teacher
Rick Hill	Community
Cindy Knapek	Teacher
Mike Martindale	Administration
Clarissa Riedel	Teacher
Will Paul	Teacher
Valarie Reed	Counselor
Lauren Rund	Teacher
JD Sullivan	Teacher
Megan Symank	Teacher
Vanita Vance	Teacher
Francesca Vargas	Parent
Darla Wootan	Business

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## 2014-2015 Campus Improvement Plan: Executive Summary

The College Station High School Leadership Team considered 2013-2014 student performance data and all other relevant data as we developed the 2014-2015 Campus Improvement Plan for CSHS. The team looked at the EOC performance of all students by subpopulations.

As evident by the summary of student performance (STAAR EOC) data below, a gap between white student performance and other student groups (African American, Hispanic, economically disadvantaged, and Special Education) exists across all tested areas, especially in English I and II. A major focus for College Station High School will be to decrease achievement gaps among all student groups, while also looking for improved performance across the board.

2013-2014 EOC Math & Science						
	Algebra I			Biology		
	CSHS	CSISD	STATE	CSHS	CSISD	STATE
<b>ALL STUDENTS</b>	97	92	81	98	95	91
<b>Hispanic</b>	95	84	77	94	93	88
<b>Af. Amer.</b>	97	81	72	97	86	86
<b>White</b>	97	96	90	99	97	96
<b>EDA</b>	92	81	75	96	89	87
<b>SPED</b>	80	62	46	77	77	66

2013-2014 EOC English & Social Studies									
	English I			English II			US History		
	CSHS	CSISD	STATE	CSHS	CSISD	STATE	CSHS	CSISD	STATE
<b>ALL STUDENTS</b>	90	82	62	84	79	66	98	95	92
<b>Hispanic</b>	80	72	55	72	66	58	100	93	89
<b>Af. Amer.</b>	88	60	53	49	53	55	93	85	89
<b>White</b>	93	90	78	92	88	81	98	98	96
<b>EDA</b>	81	65	52	63	60	55	91	87	88
<b>SPED</b>	30	28	23	29	22	22	69	63	67

Another area of focus for CSHS, which is also articulated in the CSISD District Improvement Plan, is ensuring that no particular student group is overrepresented or underrepresented in many of our educational programs. To monitor and evaluate our effectiveness in these areas we will watch the percentage of students in each student group (1) enrolled in advanced courses, (2) nominated for gifted and talented testing, (3) referred for and receiving special education services, (4) percentage of cumulative discipline referral counts, and (5) attendance rates. Data from these areas, in conjunction with student performance data on state mandated assessments, will provide our campus baseline data for decision-making associated with effective instructional practices and will force reflection on areas that need to be addressed and adjusted.

## **Goal 1: All Students Will Achieve Academic Success**

### **Objectives**

**Objective A:** All students will pass state mandated assessments.

**Objective B:** In all tested grade levels and subject areas, each African American, Hispanic, economically disadvantaged, and Special Education student group will exceed the state average on state mandated assessments in their respective student groups.

**Objective C:** Student performance on state mandated assessments will reflect a reduced achievement gap.

**Objective D:** Advanced Academic Performance will exceed the State average at all tested grade levels and subject areas.

**Objective E:** CSHS will provide higher education, career/technology, fine arts, and physical education preparation and awareness for all students.

**Objective F:** Students will graduate from CSHS ready to enter college or the workforce.

### **Activity Statements**

Goal 1	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
Activity 1	The CSHS Campus Leadership Team will develop a clear and <u>compelling instructional focus</u> based on campus needs identified through the Campus Improvement Plan process	- Campus Leadership Team	Staff Time	August 2014	- Planning documents will reflect the campus team's map for student success
Activity 2	CSHS will utilize an <u>online student data</u> repository and reporting system to support Response-to-Intervention.	-Director for Instruction -Director for Technology -Campus Leadership Team	Staff Time	August 2014	- Eduphoria is online and utilized by teachers -Home Access Center is online and utilized by students and parents

Activity 3	CSHS will <u>evaluate student achievement</u> in the following programs: Title I, Bilingual/ESL, LEP, Gifted and Talented, Special Education, Career and Technology Education and students in at-risk situations	- C&I Directors - Campus Administration - Campus Teachers	Staff Time	Completed by October 2014	- Programs evaluated and analyzed and all students pass the state mandated assessments.
Activity 4	Use data collected through ongoing assessments to <u>differentiate instruction</u>	- C&I Directors - Campus Administration - Campus Teachers	Local	July-June	- Data will be evaluated to determine interventions for students. Random collection of small group lesson plans.
Activity 5	Research-based <u>interventions and progress monitoring</u> will be provided for identified students	- C&I Directors - Campus Administration - Campus Teachers - Response to Intervention Specialists/Teams	- Local funds - State Funds - Title III - Staff Time	July-June	- Campus will track interventions and progress made by students at risk
Activity 6	CSHS will provide support for the <u>students at risk of dropping out of school</u> by providing supplemental instruction through instructional resources and staff development	- Dir. for Special Programs - Campus Administration - Campus Counselors - Campus Teachers	State Comp Ed Funds	July-June	- Will gather student data and evaluate the need for appropriate dropout prevention intervention(s)
Activity 7	CSHS will implement <u>dual credit</u> opportunities in Economics, Government and English and will continue to consider other opportunities for dual credit courses	- Deputy Supt for C&I - Campus Leadership Team	Staff Time	July-Dec	- Analyze student needs and consider possible options of dual credit hours for students - Monitor credit hours earned for students in dual credit courses
Activity 8	CSHS will provide information regarding curriculum/career choices that meet the graduation requirements for endorsements per HB5 and prepare students for <u>success beyond high school</u> , including colleges, universities and technical schools	- Dir. for CATE - Dir. of Student Services - Dir. of Special Services - Dir. of Student Activities - AVID teachers - Campus Administration - Campus Teachers	Staff Time	July-June	- Counseling Guidance Plans; Transition Plans; CATE Handbook; Counselor Handbook; Course Selection Guide; Graduation rates in 2015-16?
Activity 9	<u>Continue alignment of curriculum</u> to the State TEKS, readiness and supporting	- Dir. for Curriculum - Deputy Supt for C&I	-Staff Time -Local funds	July- June	- Scope and sequence designed and implemented

	standards in ALL subject areas	- Campus Administration - Campus Teachers			
Activity 10	Provide staff development for teachers that focuses on best instructional practices (such as Rigor, Relevance, Relationships, Customization, Choice, Creativity, the Workshop Approach, AVID and differentiated instruction models) with an emphasis on student learning/effective teaching.	-C&I Directors - Campus Administration - Campus Teachers	-Title II Part A -Local Funds - Title III - State ESL/ bilingual -State G/T funds	July-June	- Lessons utilizing best instructional practices will be observed in classrooms - Review the number of referrals in an effort to Reduce number of Special Ed referrals, SIT meetings
Activity 11	<u>Professional Learning Communities</u> will continue the work of focusing on the evaluation of leading indicators to design learning and student support.	- Deputy Supt for C&I - C&I Directors - Campus Administration - Campus Teachers - Department Chairs and Level Leaders	-Staff Time through focused early release days and full days on 10/13, 11/12, 1/28, 2/16, and 4/15.	July- June	- Staff development agendas reflect team sessions - Student passing rate on 2013-14 state mandated assessments
Activity 12	<u>Personalized Learning</u> will provide support for students at risk for failing by providing immediate remediation for the previous six weeks	- Campus Administration - Classroom Teachers	Staff Time	Oct.-May	- number of students completing personalized learning contract
Activity 13	Incoming ninth graders identified through the campus <u>Response to Intervention</u> process will receive tutoring during Advocate classes to support them in the regular classroom.	- Campus Administration - RtI support team	Staff Time	Aug.-May	- reduced six week failures - increased STAAR passing rate - Campus will track interventions and progress made by students at risk



## Evaluation for Goal 1

- All students will pass the state mandated assessments in 2014-15.
- The percentage of African American, Hispanic, economically disadvantaged, and Special Education students passing the state mandated assessments in all subjects will exceed the state average in their respective student groups.
- Reduce achievement gaps between white students and African American, Hispanic, economically disadvantaged, and Special Education students.
- The percentage of all students and all student groups achieving advanced academic performance on the state mandated assessments in all subjects will exceed the state average in their respective student groups.
- The Leading Indicators of passing/failure rates, attendance rates and discipline data will be reflective of the CSHS student population.

## **Goal 2: Educational Opportunities Will Meet the Unique Academic, Social, and Emotional Needs of All Students**

### **Objectives**

- Objective A:** The percentage of African American, Hispanic, economically disadvantaged, and Special Education students enrolled in advanced classes will be representative of the CSHS school population.
- Objective B:** Students nominated for Gifted and Talented/Enrichment and/or enrolled in Advanced Placement/Honors courses will be representative of the CSHS student population.
- Objective C:** Students identified for special education will be representative of the CSHS student population.
- Objective D:** CSHS will work with CSISD to ensure a Coordinated School Health Program is implemented by child nutrition services, physical education teachers, classroom teachers, nurses, counselors, and family facilitators.
- Objective E:** Opportunities for dialogue and discussion will be created among teachers and administrators regarding the role that relationships, expectations, and school culture play in student performance and behavior.
- Objective F:** Increase the opportunities for student choice and customization of instructional delivery models.

### **Activity Statements**

Goal 2	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
Activity 1	CSHS will use data collected through ongoing assessments to differentiate instruction	- C & I Directors - Campus Administration - Campus Teachers	Local	July-June	- Data will be evaluated to determine interventions for students.

Activity 2	CSHS will utilize an <u>online student data repository</u> and reporting system to support RTI	-Director for Instruction -Director for Technology -Campus Leadership Team	Staff Time	July-June	- Establish a baseline of RTI tier movement numbers - Progress monitoring data
Activity 3	<u>Professional Learning Communities</u> will continue the work of focusing on the evaluation of leading indicators to design learning and student support.	- Deputy Supt for C&I - C&I Directors - Campus Teachers - Campus Administration - Campus Teachers	-Staff Time through focused early release days and full days on 10/13, 11/12, 1/28, 2/16, and 4/15.	July- June	- Staff development agendas reflect team sessions - Student passing rate on state mandated assessments.
Activity 4	Provide staff development for teachers that focuses on best instructional practices (such as Rigor, Relevance, Relationships, Customization, Choice, Creativity, the Workshop Approach, AVID and differentiated instruction models) with an emphasis on student learning/effective teaching.	- C&I Directors - Campus Administration - Campus Teachers	-Title II Part A -Local Funds - Title III - State ESL/ Bilingual funds	July-June	- Lessons utilizing Differentiated Instruction will be observed in classrooms - Establish a baseline of RTI tier movement numbers - Six weeks pass rates and state assessment pass rates
Activity 5	Provide staff development for teachers that focuses on the <u>intervention strategies</u> for exceptional learners.	- C&I Directors - Campus Administration - Campus Teachers	- Bilingual/ESL Allotment - Title II, III funds - IDEA Part B funds	July-June	- Staff development provided - Sp Ed referrals as a percentage of enrollment will decrease
Activity 6	Research-based <u>interventions and progress monitoring</u> will be provided for identified students	- C&I Directors - Campus Administration - Campus Teachers	- Local funds - Staff - Title III - State funds	July-June	- Campus will track interventions and progress made by at risk students - Establish a baseline of RTI tier movement numbers
Activity 7	Include underrepresented student groups in activities leading to <u>enrichment &amp; G/T opportunities and/or advanced academic opportunities</u>	-Dir. for Special Programs - C & I Directors - Campus Administration - Campus Teachers	Local Funds	July-January	- Increased representation of student groups participating in enrichment activities.
Activity 8	African American, Hispanic and	- Dir of Student Services	Staff Time	August-	- A list of students who are

	economically disadvantaged <u>students</u> will be identified and encouraged to participate in <u>advanced courses</u> and parents will be personally contacted	- Campus Administration - Campus Teachers		January	counseled to take advanced courses - Representative group of students in advanced classes
Activity 9	CSHS will utilize <u>Safe and Civil Schools® (Conscious Discipline &amp; /Foundations training)</u> and practice.	- Director of Instruction - Campus Administration - Campus Teachers	Title II Part A funds	July – June	- Classroom/campus wide observations - CSHS Social-Emotional Leadership Team meeting agendas
Activity 10	CSHS will have an active representative serving on the <u>School Health Advisory Council</u> in an effort to meet and evaluate the campus’ health needs/practices	- Dir. for Curriculum - Dir. of Student Svcs - Dir. for Child Nutrition - Deputy Supt for C&I - Campus Administration	Local	August – May	- Program Implemented - Status report presented to the School Health Education Council
Activity 11	CSHS will work collaboratively with district to explore the possibility of offering <u>teen parent support services</u>	-Director for Special Programs -Director of CATE -Director of EHS/Head Start - Campus Administration - Campus Teachers	- SCE \$15,000 - Early Head Start - Local funds	2014-15 School year	- 100% retention rate of students participating
Activity 12	CSHS will work collaboratively with district to expand <u>online learning support</u> services through CSISD’s Success 24/7 in Algebra I, geometry, biology, and chemistry courses along with general ELA resources.	- Dir of Technology - C&I Directors - Campus Administration - Campus Teachers	Local Funds	2014-15 School Year	- Online learning support - Student online survey results
Activity 13	CSHS will offer <u>multiple options of instructional delivery</u> such as “flipped” classrooms, Project-Based Learning courses, online courses, and dual credit	- C & I Directors - Campus Administration - Campus Teachers	Local Funds	2014-15 School Year	- Enrollment rates for various courses

courses.				
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## Evaluation for Goal 2

- Increase the percentage of African American, Hispanic, economically disadvantaged, and Special Education students enrolled in advanced classes.
- Students nominated by CSHS staff and participating in Gifted and Talented/Enrichment and/or enrolled in advanced academic courses will be representative of the student population.
- Reduce the percentage of African American students in Special Education.
- Increase the choice/options of courses offered to meet the varied needs of students/customize the instructional delivery models.

## Goal 3: Educational Practices Will Be Predicated on Scientifically Based Research

### Objectives

**Objective A:** Curricula will be monitored, reviewed, and aligned to meet TEKS standards.

**Objective B:** Instructional strategies will be used so that students are engaged in learning at all levels.

### Activity Statements

Goal 3	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
Activity 1	<u>Continue alignment of curriculum</u> to the State readiness and supporting standards in ALL subject areas	- Dir. for Curriculum - Campus Administration - Campus Teachers	- Staff Time - Local funds	July-June	- Vertical and horizontal teacher groups meet and curricula revised - Curricula based on State standards
Activity 2	CSHS will utilize an <u>online student data repository</u> and reporting system to support Response-to-Intervention	- Director for Instruction - Director for Technology - Dir of Special Services - Campus Administration - Campus Teachers	Staff Time - Local Funds - IDEA	July-June	- System is online and utilized by teachers
Activity 3	Research-based <u>interventions and progress monitoring</u> will be provided for students at risk	- C&I Directors - Principals	- Local funds - Staff - Title III - State funds - EIS funds	July-June	-CSHS will track interventions and progress made by at risk students - Establish a baseline of RTI tier movement numbers -disaggregate data within professional learning communities
Activity 4	CSHS Leadership Team will assure that <u>curricular materials</u> meet scientifically-based	- Dir. for Curriculum - C&I Directors	Staff Time	July- June	- Curricular materials purchased meet scientifically-based

	research requirements	- Campus Leadership Team			research requirements
Activity 5	<u>Professional Learning Communities</u> will continue the work of focusing on the evaluation of leading indicators to design learning and student support.	- Deputy Supt for C&I - C&I Directors - Campus Administration - Campus Teachers	-Staff Time through focused early release days and full days on 10/13, 11/12, 1/28, 2/16, and 4/15.	July- June	- Staff development plans reflect team sessions - Student passing rate on state mandated assessments
Activity 6	Provide staff development for teachers that focuses on best instructional practices (such as Rigor, Relevance, Relationships, Customization, Choice, Creativity, the Workshop Approach, AVID and differentiated instruction models) with an emphasis on student learning/effective teaching.	- C&I Directors - Campus Administration - Campus teachers	-Title II Part A - Local funds -Title III -State ESL/ Bilingual	July-June	- Lessons utilizing Differentiated Instruction will be observed in classrooms - - Establish a baseline of RTI tier movement numbers
Activity 7	Staff development for all <u>ESL/Bilingual</u> certified teachers will be available	- Dir. for Special Programs	- Bilingual/ ESL allotment - Title III Funds	July-June	- Training provided - Meet Annual Measurable Achievement Objectives (AMAO's)
Activity 8	Provide technology training for teachers that focuses on engaging students through approaches such as BYOD, flipped instruction, Project Based Learning, online, etc.	- Deputy Supt for C&I - Campus Administration - Campus Teachers	Local funds	July-June	- Technology training provided and lessons integrated

### **Evaluation for Goal 3**

- Instructional strategies advocated during staff development session statistics will be monitored through campus walk-throughs.
- Online curricular documents/resources for individualized learning plans (e.g., CSISD's Success 24/7) will be available for access.
- Feedback from leadership team and professional learning communities will be compiled and analyzed.



## **Goal 4: Parents and Community Members Will Be Actively Engaged**

### **Objectives**

**Objective A:** Parental involvement will be representative of the CSHS student population.

**Objective B:** Training and resources for parents and volunteers will be provided.

**Objective C:** Parents will be informed of career and higher education opportunities for their children.

**Objective D:** Community members will be used as a resource for educational opportunities.

**Objective E:** Communication strategies will engage community members to learn about the district’s strengths and challenges.

### **Activity Statements**

Goal 4	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
Activity 1	CSHS will continue <u>outreach initiatives</u> through community centers to partner with parents and community members	- Dept Supt for C&I - Dir. for EHS/Head Start - Campus Administration - Campus Teachers	Staff Time	July-June	- Events scheduled at community centers - Parent and community member attendance at events
Activity 2	African American, Hispanic and economically disadvantaged parents and community members will be <u>recruited</u> to participate in CSHS activities	- Campus Administration - Campus Teachers	Staff Time	July-June	- Identified leaders actively participate in CSHS activities
Activity 3	CSHS Campus Improvement Committee will be <u>representative</u> of district demographics	- Campus Administration - Campus Teachers	Staff Time	July-June	- Committee membership representative of school demographics

Activity 4	CSHS will maintain <u>parent communication</u> about the availability of online programs such as Home Access Center (HAC) to monitor student progress	- Dir. of Communications - Campus Administration - Campus Teachers	Staff Time	July-June	- Evidence of communications to parents via web, hardcopy, and similar items - Increased parent use of online programs such as Home Access Center (HAC)
Activity 5	CSHS will provide information regarding curriculum/career choices that prepare students for <u>success beyond high school</u> , including colleges, universities and technical schools	- Dir. for CATE - Dir. of Student Services - Dir. of Special Services - AVID teachers - Campus Administration - Campus Teachers	Staff Time	July-June	- Transition Plans; CATE Handbook; Counselor Handbook; Course Selection Guide
Activity 6	CSHS will work collaboratively with district to <u>partner</u> with local businesses, community members and parents to support the educational efforts of CSHS and CSISD schools through programming and donations.	- Dir. of Communications - Dir. of Education Foundation - Campus Administration	Local	July-June	- Partnerships established with businesses, community members and parents
Activity 7	The CSHS website, SchoolMessenger and district social media outlets will be used to actively communicate with parents and community members.	- Dir. of Communications - Director of Technology - Campus Administration	Staff time	July- June	- Listserv and SchoolMessenger services used by parents and community
Activity 8	CSHS will maintain <u>student and parent communication</u> through the availability of online programs such as Home Access Center (HAC) to	-Dir. of Communications -Director of Technology -Campus Administration	Staff Time	August-June	-increased student use of online programs such as HAC

	monitor progress	-Campus Teachers			
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## Evaluation for Goal 4

- Compare annual data for number of parents reached via identified outlets.
- Compare annual data for the number of parent and community volunteers by race and socio-economic group.

## **Goal 5: A Safe and Supportive Environment Will Be Provided For All**

### **Objectives**

**Objective A:** Campus will comply with the District Emergency Operations Plan.

**Objective B:** Procedures for management of student behavior will be consistent with AMCHS.

**Objective C:** Behavior management plans will serve the needs of all students.

### **Activity Statements**

Goal 5	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
Activity 1	CSHS will create a campus crisis management plan to comply with <u>NIMS (National Incident Management System) guidelines</u>	- Deputy Supt. for Administrative Services - Campus Administration - CSHS SELT Team - Campus Teachers	Staff Time	July-June	- Guidelines followed as necessary
Activity 2	Review <u>Safety Audit</u> recommendations and implement as appropriate	- Deputy Supt. for Administrative Services - Campus Administration - CSHS SELT Team - Campus Teachers	Staff Time	July-June	- Safety Audit strategies are implemented as appropriate such as Raptor, locked/secure classroom doors, etc.
Activity 3	CSHS will <u>review data</u> at the end of each six weeks based on types of offenses, intervention, gender, ethnicity and disability in the following areas: number of suspensions, reasons for suspensions, number of discipline referrals, number of expulsions, reasons for expulsions, number of placements at Venture Center, reasons for placements at Venture Center.	- Deputy Supt. for Administrative Services - Campus Administrators - Dir. of Special Services - Campus Administration - Campus Teachers - CSHS SELT Team	Title II Part A	September - May	- Create a baseline for the number of submitted discipline referrals at CSHS during 2013-2014 school year.
Activity 4	CSHS will be <u>consistent</u> in applying	- Dir. for Student Services	Staff Time	July-June	- Discipline reported in a

	disciplinary consequences.	- Campus Administration			consistent manner
Activity 5	Continue to develop and/or implement <u>positive proactive intervention strategies</u> (such as Foundations®, Conscious Discipline, etc.) in order to reduce the number of discipline referrals	- Dir. for Instruction - Dir. of Special Svcs. - Campus Administration - CSHS SELT Team	Title II Part A	July-June	- Create a baseline for the number of submitted discipline referrals at CSHS during 2013-2014 school year.
Activity 6	Develop and/or implement <u>positive proactive intervention strategies</u> that address offenses such as bullying, harassment, and violence (dating and/or sexual abuse) for teachers and students.	- Dir. for Student Services - Campus Administration - CSHS SELT Team	Staff Time Staff Development	July-June	- Create a baseline for the number of documented instances at CSHS during 2013-2014 school year.
Activity 7	<u>Staff development</u> will be provided on the relationship between student behavior and staff understanding of social, cultural and developmental differences	- Deputy Supt for C&I - Dir. of Instruction - Campus Administration - CSHS SELT Team - Campus Teachers	\$5,000 Local Funds -Title II Part A	July-June	- Staff development provided - Discipline referrals are representative of the CSHS student population

### Evaluation for Goal 5

- Discipline and referral data will be reflective of CSHS student population