

# Stockdale High School Campus Improvement Plan

2014-2015

Last updated 9/24/2014

## Mission Statements

**SISD District Mission Statement:** The mission of Stockdale Independent School District, in partnership with the community, is to prepare our students to be contributing members of society and function independently in a quality manner, by providing a challenging, caring, learning environment.

**SHS Mission Statement:** Our mission at Stockdale High School is to empower all students to become lifelong learners and acquire the skills necessary to be responsible, respectful, and productive citizens in a diverse and ever-changing world through a collaborative effort of students, faculty, staff, parents and the community.

## 2014-2015 Campus Improvement Committee Members

Neal Bennett

Teacher/Math

John Martin

Teacher/Technology

Christa Ploch

Teacher/ESL/Resource

Sonya Pruski

Counselor/CATE Director

Deborah Ramirez

Teacher/CATE/FCS

Erin Baumann

Teacher/English

Lori Quintanilla

Teacher/Spanish

Ashley Moczygemba

Teacher/Special Ed

Stephanie Schultz

Parent

Tama Cavazos

Parent

Mary Denson

Community Member

Sandy Lynn

Principal

## Profile of the Stockdale ISD Graduate

*A graduate of the Stockdale Independent School District is expected to be accountable for his/her actions as:*

### A responsible decision maker

- Who uses creative problem-solving and conflict resolution skills effectively
- Who uses critical thinking, knowledge, reflections and reasoning to effectively evaluate information and make informed decisions

### A confident life-long learner

- Who demonstrates mastery of skills in all academic areas
- Who analyzes, evaluates, and applies new information
- Who is an inquisitive and resourceful self-learner

### A healthy individual

- Who practices emotional and physical wellness, including nutrition, hygiene, personal responsibility, and physical fitness
- Who demonstrates responsible life management skills in social, interpersonal and family relationships
- Who manages time, money, environmental and other resources in a responsible and effective manner

### A literate communicator

- Who is proficient in academic and technological skills
- Who effectively expresses ideas using a variety of methods, including written and spoken languages, mathematics, science and the arts
- Who is provided the opportunity to become bilingual
- Who uses appropriate social and interpersonal skills to effectively communicate in a global society

### An informed citizen

- Who promotes democratic principles in a multicultural society
- Who demonstrates patriotism and citizenship through community service and participation in the democratic process
- Who understands, respects, and values all cultures
- Who stays informed on current events

### A productive worker

- Who generates quality goods and services
- Who demonstrates adaptability
- Who practices a good work ethic
- Who demonstrates leadership and cooperative work skills
- Who takes ownership of his/her future through goal setting, decision making, and efforts aimed at continual improvement

### A well-rounded individual

- Who is guided by honorable values, morals, and ethics
- Who demonstrates an appreciation of, and participation in, the arts
- Who displays a genuine awareness and respect of global and cultural differences

**Comprehensive Needs Assessment Summary - Data Sources Reviewed:**

- Enrollment
- Attendance
- Ethnicity
- Gender
- Mobility/Stability
- Special Program
- At-Risk by Category
- Teacher-Student Ratios
- Graduation, Completion, Dropout, and GED rates
- Course/Class Assignments
- College/University/Dual Credit/Advanced Placement Enrollment
- Observations
- Student Interviews
- Staff Interviews
- Certificates of Training
- Student Roll
- PEIMS Data
- Curriculum Director
- Special Ed/ARD Facilitator
- Business Director
- Discipline Records
- Curriculum (TCMPC Texas Curriculum Management Program Cooperative) Review English / History

<b>Area Reviewed</b>	<b>Summary of Strengths</b> What were the identified strengths?	<b>Summary of Needs</b> What were the identified needs?	<b>Priorities</b> What are the priorities for the campus, including how federal and state program funds will be used?
<b>Demographics</b>	<ul style="list-style-type: none"> <li>• Fluctuating student enrollment for past three years (232, 214, 252).</li> <li>• Programs that meet student needs in both special education and regular classes</li> <li>• Diverse population of students</li> <li>• Good teacher to student ratio</li> </ul>	<ul style="list-style-type: none"> <li>• Need to increase attendance rates to increase student performance.</li> <li>• Need to continue to offer variety of career and technical classes as well as classes to fulfill endorsement classes – look at staffing.</li> <li>• Need to continue to offer Dual Credit and AP courses taught by qualified instructors.</li> <li>• Need to investigate the number of students identified in programs such as special educations, 504, gifted and talented.</li> </ul>	<ul style="list-style-type: none"> <li>• Look at CATE funding and needs for all CATE classes for distribution of funds based on goals and needs.</li> </ul>

<p><b>Student Achievement</b></p>	<ul style="list-style-type: none"> <li>• Overall passing percentage increased in Biology and Algebra I (EOC tests)</li> <li>• Hispanic passing percentage increased in Algebra I and Biology (EOC Tests)</li> <li>• Overall high performance in US History (EOC Test)</li> </ul>	<ul style="list-style-type: none"> <li>• Need to find ways to get students to utilize tutorials.</li> <li>• Need to provide SAT/ACT prep to improve scores</li> <li>• Need to improve postsecondary readiness</li> <li>• Need to improve English EOC Achievements on all tests.</li> <li>• Need to improve Hispanic and economic disadvantage students in English EOC.</li> </ul>	<ul style="list-style-type: none"> <li>• Need to find ways to get students to utilize tutorials.</li> <li>• Need to provide SAT/ACT prep.</li> <li>• Need to improve English EOC Achievements on all tests.</li> <li>• Utilize writing techniques to increase improvement for Hispanic and economic disadvantage students in writing.</li> <li>• Need to raise students' performances to Advanced Level on the EOC to raise postsecondary readiness standards</li> </ul>
<p><b>School Culture and Climate</b></p>	<ul style="list-style-type: none"> <li>• Staff felt important 95%</li> <li>• Staff respects each other 100%</li> <li>• Staff felt safe at school 100%</li> <li>• Discipline referrals went down from last year (324, 216)</li> </ul>	<ul style="list-style-type: none"> <li>• Need to continue to encourage students to maintain a positive culture</li> <li>• Need to motivate students to care more about their assignments and grades.</li> <li>• Need for parents to realize that staff sees the potential in their son/daughter.</li> <li>• Need to complete the OLWEUS survey</li> </ul>	<ul style="list-style-type: none"> <li>• Need to continue to encourage students to maintain a positive culture</li> <li>• Need to motivate students to care more about their assignments and grades.</li> <li>• Need for parents to realize that staff sees the potential in their son/daughter.</li> <li>• Need to survey students/parents on school culture and climate.</li> <li>• Analyze data from the OLWEUS survey to determine if changes need to be made based on the data</li> </ul>
<p><b>Staff Quality, Recruitment, and Retention</b></p>	<ul style="list-style-type: none"> <li>• Retention (&gt; 94% retention levels)</li> <li>• Staff Development (multiple levels of support for increasing knowledge and professionalism)</li> <li>• 97% highly qualified educators</li> <li>• All paraprofessional staff is highly qualified.</li> </ul>	<ul style="list-style-type: none"> <li>• Need to continue to have mentor program.</li> <li>• Need to retain highly trained staff.</li> <li>• Need to continue professional development.</li> <li>• Need to investigate incentives for increasing teacher attendance.</li> </ul>	<ul style="list-style-type: none"> <li>• Need to continue to have mentor program.</li> <li>• Need to retain highly trained staff.</li> <li>• Need to continue professional development.</li> </ul>
<p><b>Curriculum, Instruction, Assessment</b></p>	<ul style="list-style-type: none"> <li>• New supplemental materials for Science adoption</li> <li>• High Technology Teaching Tools</li> <li>• AP and Dual Credit Courses</li> <li>• Remediation, Tutorial and Credit Recovery Classes and</li> </ul>	<ul style="list-style-type: none"> <li>• Need to offer training during the school year to help teachers integrate technology into lessons.</li> <li>• Need to find ways to get students to tutorials.</li> <li>• Need to collect benchmark data</li> </ul>	<ul style="list-style-type: none"> <li>• Need to offer training during the school year to help teachers integrate technology into lessons.</li> <li>• Need to find ways to get students to tutorials.</li> <li>• Need to work with ESC 20 English specialists to improve writing techniques.</li> </ul>

	<ul style="list-style-type: none"> <li>opportunities</li> <li>Remediation is targeted to meet individual needs of students that were unsuccessful on EOC.</li> </ul>	<ul style="list-style-type: none"> <li>for tested areas.</li> <li>Need for English teachers to calibrate grading standards on essays and open-ended questions.</li> <li>Need to look for materials to supplement instruction in technology courses.</li> </ul>	
<b>Family and Community Involvement</b>	<ul style="list-style-type: none"> <li>Variety of Community Partnerships</li> <li>Variety of services available to both students and parents</li> <li>Variety of ways that students can give back to the community</li> </ul>	<ul style="list-style-type: none"> <li>Need to increase parental involvement.</li> </ul>	<ul style="list-style-type: none"> <li>Plan a night for parents to come to the school to learn about each class that his/her child is enrolled in; have incentives for parents to participate in planned activities (Passport to Learning)</li> <li>HOPE Day</li> </ul>
<b>School Context and Organization</b>	<ul style="list-style-type: none"> <li>Tutorials offered during day as well as before and after school</li> <li>Teachers are involved in decision-making and campus policy</li> <li>School Committees</li> <li>Benchmark testing in evaluation of students</li> <li>Mission statement posted</li> </ul>	<ul style="list-style-type: none"> <li>Need morale building activities to bring staff closer together.</li> <li>Need to wear breakaway lanyards with photo ID badges for safety.</li> <li>Need to practice evacuation and safety drills on a regular basis.</li> <li>Need core groups to meet to discuss various topics once a month</li> <li>Need to investigate how to get struggling students to tutorials</li> </ul>	<ul style="list-style-type: none"> <li>Need morale building activities to bring staff closer together.</li> <li>Need to wear breakaway lanyards with photo ID badges for safety.</li> <li>Need to practice evacuation and safety drills on a regular basis.</li> </ul>
<b>Technology</b>	<ul style="list-style-type: none"> <li>Network design</li> <li>Equipment – Promethean Boards, Clickers, One-on-one computers, etc.</li> <li>Access to Eduphoria!</li> <li>Google Share</li> <li>Teachers’ Lesson Plans-Forethought</li> <li>Students’ Work</li> <li>Teachers attending technology training classes</li> <li>SHS Facebook Page</li> </ul>	<ul style="list-style-type: none"> <li>The high school part of the website needs to be updated monthly.</li> <li>Event calendar on the website needs to be completed by all parties as information is known.</li> <li>Event calendar needs to be printable.</li> <li>Optional TELL Survey for Educators (if offered) Spring 2015 needs to be completed to collect TELL data for the campus.</li> <li>Technology Wednesday Professional Development Training for Teachers-monthly</li> </ul>	<ul style="list-style-type: none"> <li>The high school part of the website needs to be updated monthly.</li> <li>Event calendar on the website needs to be completed by all parties as information is known.</li> <li>Event calendar needs to be printable.</li> <li>All high school educators will complete the TELL Survey if offered for Spring 2015.</li> <li>Complete monthly technology trainings.</li> </ul>

**SISD Goal 1: Achieve Met Standard.**

**Strengthen all high quality instruction in core curricular areas along with all electives that lead to higher academic success, college preparedness, and/or advanced certification for high skilled/high wage occupations with increased options for high school credit at the junior high while meeting the needs of all students. Use a variety of instructional techniques with emphasis on technology and appropriate curriculum.**

**SHS Goal 1: All teachers in grades 9-12 will teach curriculum that is aligned to the TEKS and incorporates the visions set forth in the Graduate Profile. Strive to offer more rigorous/advanced courses, increase enrollment in CATE courses and provide students with information for post-secondary options. Achieve Met Standard.**

**SHS Objective: To provide an aligned curriculum with scope and sequence for subject matter by viewing year, semester and 6 week periods. Use a variety of technology resources to provide instruction. Strive to make materials accessible to all high school students about post-secondary plans and options.**

Activities	Resources	Staff Responsible	Formative/Evaluation Measured Results	Timeline
Examine curriculum needs throughout the 2014-2015 school year via: <ul style="list-style-type: none"> <li>• implement TCMPC (Core content) – focus on writing, reading, and social studies</li> <li>• 2 benchmarks</li> <li>• sample lesson plans (TEKS)</li> <li>• teacher feedback</li> <li>• AP data</li> <li>• PSAT, SAT &amp; ACT data</li> </ul>	Staff Development Release time to complete curriculum alignment work TCMPC / Eduphoria -\$5,750	Department Heads Principal	Benchmark results Teacher made test results Mastery of State testing EOC	Benchmark results each 6 weeks and ongoing from teachers. Teacher feedback is ongoing.
Contract with Region 20 to provide specialized professional development in writing and reading.	Staff Development/ESC 20 HS Allotment - \$3,000 to \$5,000	Teachers Instructional Leaders Principal	Benchmark results Teacher made test results ELA Teachers Principal Mastery of State Testing EOC Completed professional development certificates from Region 20	Benchmark results throughout the year. Teacher feedback Ongoing throughout the school year.



Implement specific “focus” writing activities each six weeks ( <b>Federal Standard 79%</b> ).	Local Funds: -Study Island - \$1,983 -Measuring Up Materials - \$1,512 -Writing Coach - \$738	ELA Teachers Principal	Mastery of state Assessment Completed writing and reading assignments.	School Year 2014-2015
Specialized instruction to address writing during STAAR period (3 days per week for 28 minutes each session) Separate reading and writing groups and double US History.	Local Funds Supplemental Materials	ELA Teachers	Completed period activities	School Year 2014-2015
Team teaching implementation for Special Education students in basic English to address Reading.	Local Funds for Special Education Teacher - \$36,872	Teachers (ELA/Special Education)	Class credits earned. IEP’s met. State Assessment passed.	School Year 2014-2015
Monthly meeting with English Department to address student improvement.	NA	ELA Teachers Principal	Review benchmark results and monitor student performance. Evaluate Hispanic, Economic Disadvantage and Special Education students’ performance on current TEKs Course completion (look at each six weeks grades).	School Year 2014-2015
Prepare for success on EOC: Vertical alignment and Incorporate technology in classes	Meetings-to discuss alignment/create alignment. For STAAR and technology.	Teachers Instructional Leaders	STAAR results Completed technology projects.	School Year 2014-2015
Enhance College and Career-Readiness: <ul style="list-style-type: none"> <li>On-Site Visits From Outside Agencies (ex. Military, Banking Institutions, Art Institute, etc</li> <li>College Visitations/Tours</li> </ul>	HS Allotment Local -AP Fees - \$400	Principal	EOC results ACT Scores SAT Scores College credits earned STAAR results	School Year 2014-2015

<ul style="list-style-type: none"> <li>• 4 year plans in Career Pathways/Endorsements</li> <li>• PSAT, SAT &amp; ACT data</li> <li>• College Fair at Floresville</li> <li>• Promote Dual Credit with St. Philip's</li> </ul>				
Student Recognition Awards-Brahma Cards for Honor Rolls & Attendance	-High School Activity Fund \$1,000	-All High School Teachers Office Staff - All HS Teachers	Completed Brahma Cards Issued each six weeks.	School Year 2014-2015
Boost GT Program: <ul style="list-style-type: none"> <li>• Document Implementations of GT assignment/projects in the classroom</li> <li>• ID students for program</li> <li>• All teachers need to obtain 30 hours of GT training by December 2014 or if have 30 hours will need 6-hour refresher by August 2014. New employees to district will need 30 GT training hours by December 2014.</li> </ul>	Local High School Budget -GT Funds for Workshops Local Budget -\$15,550 (Total District)	All High School Teachers	Completed Lesson Plans GT Hours completed with certificates GT credits earned	School Year 2014-2015
Promote participation in academic/career-oriented activities. Examples to include leadership seminars, UIL competitions, Career Prep class, Math & English Readiness classes, career development events and leadership development events.	Local Budget-\$10,200	CATE Teachers, UIL Coordinator and all high school UIL sponsors	Competition of seminars, trainings, competitions, or leadership events.	School Year 2014-2015
Increase elective courses offered using Texas Virtual School Network.	Student Cost	Counselor	Completion of credit earned	School Year 2014-2015
Summer EOC Academy	Local Funds-\$12,500 Supplemental Materials Measuring Up Materials Jaret Publishing Study Island-\$2,300	Teacher Volunteers (based on needs of students & subject level)	Student participation EOC Summer Retest Results	Summer School Days
Offer local credit study skills class for students with chronic failure to work on skills to earn credits (Rti-level 1&2)	Local Funds	Remediation Teacher	Increase in grades and students earning credits needed to graduate.	School Year 2014-2015

Student Assistance Center access for students needing individual assistance in 504 and special education.	Regular Funds-\$6,500 Supplemental Materials	SAC Coordinator All Teachers	Student participation reports	School Year 2014-2015
Incorporate technology in lessons to provide hands-on activities, varied activities, etc.	Technology Funds Promethean Boards Study Island Digital Curriculum Computers	High School Teachers Principal	TEKS Curriculum Lesson Plans	School Year 2014-2015
Online Credit Recovery Program	GradPoint - \$4,700	Counselor Librarian	Courses completed and credits recovered.	School Year 2014-2015
All identified ESL students will be provided instruction by pullout program for ESL daily.	Local Funds ESL Funds-\$500	ESL Teacher	Progress Reports/Report Cards & communications between teachers & parents.	School Year 2014-2015
Tier I Trl Students Math and Reading -Instruction by Inclusion	State Compensator Fund - \$50,770 Supplies-\$2,000	Remediation Teacher	-Progress Reports -Grades	School Year 2014-2015

**SISD Goal 2: Provide well-maintained, attractive, safe, accessible facilities and prepare for future facility needs through proper long range planning. Ensure continued maintenance and improvement of existing facilities.**

**SHS Goal 2: To maintain our current facility and plan for our future new high school building.**

**Objective: To maintain a safe school.**

Activities	Resources	Staff Responsible	Formative/Evaluation Measured Results	Timeline
Drug Dog Searches Continue on monthly basis.	High School budget-\$2,280	Principal-Sandy Lynn	Completed Searches and monthly reports	School Year 2014-2015
Hallway Displays/Student Work Hallway Bulletin Board Displays	High School budget	High School Teachers	Completed work samples	School Year 2014-2015
All teachers assigned to monitor halls between each passing period. Teachers assigned to monitor students before school, during lunch and after school to promote safety.	High School budget	High School Teachers Principal Counselor Office Staff	Completed duty times & safety monitored and evaluated	School Year 2014-2015
Safety Initiatives: <ul style="list-style-type: none"> <li>School Issued Parking Decals/Permits</li> <li>Teacher ID Badges</li> <li>Identa Kid</li> </ul>	High School budget HS Allotment-\$240 (Identa Kid)	Principal Office Staff	Decals/Badges Issued Report Issued	School Year 2014-2015
Increase attention to cleaning and maintenance.	School budget	Maintenance Staff/Custodial Staff.	Observation	School Year 2014-2015
Violence Prevention Intervention: <ul style="list-style-type: none"> <li>Stay Alert School Safety Hotline</li> <li>Bullying Prevention</li> <li>Olweus Survey</li> </ul>	NA Bully Prevention Program/Olweus Program \$250	Superintendent Counselor	Completed Contacts Completed Program Completed Survey Report	School Year 2014-2015

**SISD Goal 3: Retain talented and highly effective staff by continuing to recognize achievements that promote collaboration and a positive work environment. Strive to lower student to teacher ratio. Continue to offer high-quality, on-going staff development that results in professional growth for all staff.**

**SHS Goal 3: To retain quality teachers and actively hire qualified and effective personnel. Professional Development opportunities for all staff will be ongoing throughout the school year and teachers will be encouraged to attend.**

**Objective: To retain all quality staff members and encourage all teachers to participate in quality professional development.**

Activities	Resources	Staff Responsible	Formative/Evaluation Measured Results	Timeline
Promote unity among teachers (ex. Luncheons, meetings, increased communications)	Emails/Correspondence SHS Updates	Principal-Sandy Lynn Teachers Office Staff	End of Year Questionnaire	School Year 2014-2015
Offer high-quality Staff Development Activities: <ul style="list-style-type: none"> <li>• on Campus at beginning of school year</li> <li>• Online Professional Development</li> <li>• Activities Available through library</li> <li>• Technology training including CPI</li> <li>• ESC 20 workshops</li> <li>• Summer Activities</li> <li>• View neighboring district programs</li> <li>• Monthly tech training</li> </ul>	ESC 20 - \$9,000 HS Allotment	Superintendent Principals DEIC Committee	Workshop Hours completed and certificates obtained.	August 2014

Departmental meetings to break down benchmark data. Monthly meetings with English teachers to discuss progress for all students. Staff meetings to discuss benchmark strategies.	NA	All teachers Principal and teachers	Benchmark scores Review of materials submitted to principal each six weeks.	School Year 2014-2015
Teacher Use Computers for grades/attendance/email Promethean Instruction	NA	High School Teachers	Completed attendance daily and grades per week required.	School Year 2014-2015
Mentoring for new teachers to the district or campus	NA	Assigned teacher	End of the year Questionnaire at summative	School Year 2014-2015

**SISD Goal 4: Maintain financial integrity of the District while achieving an appropriate balance between conservative and efficient spending to meet student needs based on the annual audit at the end of each budget year. The District will maintain a Superior Achievement rating by the Financial Integrity Rating System of Texas (FIRST). The district will seek ways to offset financial worries through partnerships and grant opportunities.**

**SHS Goal 4: Use financial means accordingly to accurately meet student’s needs while maintaining a superior Achievement rating by FIRST.**

**Objective: To remain within the allotted budget given for the school year and purchase instructional materials that will best meet the needs of our high school students.**

Activities	Resources	Staff Responsible	Formative/Evaluation Measured Results	Timeline
All Requisitions will have principal approval.	Local High School Instructional Supply Budget- \$124,528 High School Allotment- \$68,228	All High School Teachers & Principal	Completed Requisitions	School Year 2014-2015

**SISD Goal 5: Each campus administrative team, in conjunction with the Superintendent and central office will strive to work collaboratively with each other and with the community to promote innovative partnerships and community relations to ensure the success of all students.**

**SHS Goal 5: Improve communication between students, faculty, parents and community members and promote partnerships within the community and surrounding areas.**

**Objective: Increase partnership efforts between faculty members and parents by effective communication.**

Activities	Resources	Staff Responsible	Formative/Evaluation Measured Results	Timeline
Maintain regular parent communication: <ul style="list-style-type: none"> <li>Brahma Notes-Postcards mailed home (six per teacher per six weeks)</li> <li>Scratchpad-Daily parent email</li> <li>Utilize Parent Portal for grades</li> </ul>	High School budget-\$1,000 Postage	Principal High School Teachers Office Staff	Completed newsletters and mailed/passed out newsletters.	School Year 2014-2015
Parent Night (Passport to learning) to increase parental involvement in school academic and activities.	High School budget	High School Teachers	Completed log/sign-in sheet and parent meetings, sign-in sheets for parent volunteers.	School Year 2014-2015
Blackboard to include call outs in Spanish when necessary.	High School budget-\$502.90	Office staff and High School Teachers	Completed call log and messages	School Year 2014-2015
Dual Credit with St. Philip's	High School Allotment Local High School Budget	Counselor	Completed Plans & Pathways	School Year 2014-2015
HOPE Day-to promote positive school climate, model volunteerism and helping others.	-High School Activity Fund Local High School budget-\$250 -Donations from community members	Kerri Darilek Co-Chair Michelle Miller Co-Chair All High School -Teachers -Students	Completed HOPE Day activities.	School Year 2014-2015



Increase student participation in extra-curricular activities.	\$900 UIL Banquet	All High School Staff Club Sponsors	Completed UIL results Sign-in sheets for club meetings and completed club competitions. UIL Banquet Participation	School Year 2014-2015
Website – To keep students, parents, and community members informed	NA	Technology Teacher	Monthly updated webpages	School Year 2014-2015
Facebook – To keep students, parents, and community members informed	NA	Teacher	Updated as needed	School Year 2014-2015
Parent-Teacher Conferences	NA	Teacher Parents	Conference during first semester Conference during second semester	School Year 2014-2015

## Stockdale High School Best Practices

- A Handbook issued to all students with the Student Code of Conduct on their computer.
- Monitor student attendance daily. Alert Now Call notifies parent(s) and student when there are excessive absences. Attendance committee will meet to determine requirements needed to make-up hours to receive credit. Excessive absences and unexcused absences will be filed on in court.
- The counselor and registrar monitor students that are at risk of dropping out each six weeks and semester.
- The Journalism Class creates a school newspaper to promote a positive school climate.
- Safety drills will be preformed to practice safety procedures in the event of a real school emergency.