

**Louise Independent School District**

**Louise High School**

**2019-2020 Campus Improvement Plan**

# District Mission Statement

Our students shall be academically prepared to fulfill their potential, self-assured, and motivated to excel.

## Vision

Educate the Whole Child

# 2019-2020 Campus Planning Committee

Name	Position	Committee Role	Signature
Donna Kutac	Principal	Principal	
Traci Harvey	Counselor	Counselor	
Judith Wells	Math Teacher	Teacher	
Chanti Tilley	Math Teacher	Teacher	
Ashley Zezula	Physics	Teacher	
Keri Jones	Science Teacher	Teacher	
Venessa Gaona	Technology Teacher	Teacher	
Gayln Franke	English Teacher	Teacher	
Linda Bram	English Teacher	Teacher	
Joe Bill	AD/History Teacher	Teacher	
Danny Gaona	Special Education Teacher	Teacher	
Brittney Ross	Agriculture Sci & Tech	Teacher	
Megan O'Brien	Agriculture Sci & Tech	Teacher	
Ronny Wilson	Agriculture Sci & Tech	Teacher	
Joe Cardenas	Spanish Teacher	Teacher	
Kasey Chitmon	Band Teacher	Teacher	
Andrew Denny	History Teacher	Teacher	
Brian Blank	Special Education	Teacher	

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# Comprehensive Needs Assessment

Component	Summary	Strengths	Needs	Data Source(s)
Demographics	<p><b>2018-2019</b></p> <p>Campus Size—153            Hispanic—80—52%            Caucasian—62—41%            African American—9—6%            Native American—1 student            Asian—1 student            Teachers—17            SpEd—8—5%            EcoDis—73—48%            ELL—15—10%            Attendance—93.6%</p>	<ul style="list-style-type: none"> <li>Limited Number of Groups for Accountability</li> </ul> <p><b>2017-2018</b></p> <p>Campus Size—153            Hispanic—52%            Caucasian—41%            African American—9%            Asian – 1 student            Teachers—17            SpEd—8 students –5%            EcoDis—73—48%            ELL—15 students 10%            Attendance—93.6%</p>	<ul style="list-style-type: none"> <li>Eco-Dis population is moderate.</li> </ul>	PEIMS
Student Achievement	<ul style="list-style-type: none"> <li>ELA I—71%</li> <li>ELA II—66%</li> <li>Algebra I—75%</li> <li>Biology—98%</li> <li>US History—95%</li> </ul>	<ul style="list-style-type: none"> <li>Up by 12%</li> <li>Slightly lower-- 1%</li> <li>Higher than last year 2%</li> <li>Excellent</li> <li>Excellent</li> </ul>	<ul style="list-style-type: none"> <li>Increase student achievement to meet/exceed state average on all STAAR EOCs.</li> <li>Provide professional development for teachers to increase content knowledge and questioning strategies.</li> <li>Increase the number of Dual Credit offerings</li> </ul>	<ul style="list-style-type: none"> <li>Report generated by testing coordinator</li> <li>Walkthrough data</li> <li>Formative assessment data through Aware.</li> <li>SAT/ACT, TSI scores</li> <li>Dual credit hours awarded to students</li> </ul>

Culture and Climate	A large percentage of teachers are either satisfied or happy with the High School.	Generally teacher retention is high, except for those instances where teachers/coaches leave to go to a larger school.	<ul style="list-style-type: none"> <li>Continue to have the Birthday Bash and other activities so that teachers have an opportunity to interact on a personal level.</li> </ul>	<ul style="list-style-type: none"> <li>Conversations</li> <li>When we have luncheons, all the teachers attend.</li> <li>Teachers meet regularly to discuss students and curriculum needs.</li> <li>Discipline records</li> </ul>
Staff Quality, Recruitment, and Retention	100% teachers are certified.	We are searching only for certified teachers.	<ul style="list-style-type: none"> <li>Ensure that the teachers get support needed to achieve certification.</li> <li>Provide instructional and emotional support.</li> <li>Seek out housing and transportation assistance for those who travel.</li> </ul>	Human Resources Records, and personal conversations.
Curriculum, Instruction, and Assessment	Team planning has increased the development of teachers and increased scores on state assessments.	<ul style="list-style-type: none"> <li>Scores have remained about the same as last school year.</li> <li>95% of students will graduate on the Foundation plan with an endorsement for 2018-2019.</li> </ul>	<ul style="list-style-type: none"> <li>Increase accountability and monitoring.</li> <li>Prepare students to be career and college ready.</li> <li>All teachers need to have lesson plans in a location that is easily monitored</li> <li>Consistent and valuable feedback for teacher improvement</li> <li>Vertical Curriculum Alignment</li> </ul>	<ul style="list-style-type: none"> <li>State ratings, CBA data, grades, six week test grades and maintaining pace with the Year at a Glance.</li> <li>Graduation Plans, how many students achieve each of the programs.</li> <li>Promotion/retention/course re-takes.</li> <li>Grades/Failure rates</li> </ul>
Family and Community Involvement	Parent and Community events are well attended. Additionally, when we have students perform more parents attend.	Parents want to be involved when the activity includes demonstrating their excitement for their child's achievement.	<ul style="list-style-type: none"> <li>Continue to increase parent involvement, not just attendance at events.</li> </ul>	<ul style="list-style-type: none"> <li>Sign in sheets and personal observations.</li> </ul>
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School Context and Organization	Procedures and operations are specific and known by the person who does the job, however cross-training and organizational procedures need to be developed.	Staff is competent and meets the needs of students and staff.	<ul style="list-style-type: none"> <li>• Develop and implement a discipline management strategy that will be consistently and fairly administered.</li> <li>• Develop procedures for maintenance and operations throughout the school's staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Discipline records</li> <li>• Attendance record</li> <li>• Operational manuals and procedural documents developed and used.</li> </ul>
Technology	Our school is technology rich and our teachers have worked with one another in order to utilize the technology to enhance instruction.	We have the hardware and software necessary to offer more rigorous instruction.	Offer appropriate training to help teachers learn how to develop project based strategies and technology integration within their lesson plans.	Personal conversations and observations as well as the STAR chart survey results. We averaged a 2 on the survey.

Goal	Improve Academic Achievement for All Students	<u>Schoolwide Components</u> NA - Needs Assessment RS - Reform Strategies HQ - Highly Qualified PD - Professional Development AHQ - Attract Highly Qualified PI - Parental Involvement PK - Pre-K Transition Programs AA - Academic Assessments AS - Achievement Standards CP - Coordination of Programs  <u>Critical Success Factors (CSF)</u> 1 – Improve Academic Performance 2 – Increase Use of Quality Data 3 – Increase Leadership Effectiveness 4 – Increase Family/Community 5 – Increase Learning Time 6 – Improve School Climate 7 – Increase Teacher Quality
Objective	Create and implement a comprehensive curricular framework in all core subject areas for all students. Including special populations. Meet state average or above on all STAAR assessments.	
Evidence of Implementation	Review Master Schedule to determine interventions and acceleration of curriculum. Review student data, CPE, Lesson Plans, and Professional development	
Evidence of Impact	Review report cards and six weeks exams as they relate to the Year at a Glance.	

Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF
College Prep courses in English and Math added to meet the needs of low performing Seniors on TSI, and STAAR	Counselors Administration	Teacher and Classroom	10/4/2019 11/8/2019 12/20/2019 2/14/2020 4/3/2020 5/20/2020	5/20/2020	199 from Central Office	\$0.00	RS	1, 5, 2
SLOP Training for Teachers	Teachers who are teaching ELL students	Region 3	2/2020	5/20/2020	199 from Central Office	\$1000	CP	1,7
Students who have not passed a STAAR EOC attend tutorials daily during Activity Period	Linda Bram, Galynn Franke, Chanti Tilley, Coach Bill, and Mrs. Jones	STAAR scores	10/4/2019 11/8/2019 12/20/2019 2/14/2020 4/3/2020 5/20/2020	5/20/2020			RS, AS	1, 2, 5, 7



	Donna Kutac Traci Harvey	STAAR Data	10/4/2019 11/8/2019 12/20/2019 2/14/2020 4/3/2020 5/20/2020	5/20/2020	NA	\$0.00	RS, AS	1,2, 5,7
IPC for 9 <sup>th</sup> grade students that did not perform well on the 8 <sup>th</sup> grade STAAR Science test	Traci Harvey Donna Kutac	STAAR Data	10/4/2019 11/8/2019 12/20/2019 2/14/2020 4/3/2020 5/20/2020	5/20/2020	NA	\$0	RS,AS	1,2,5 7
Create Programs of Study to meet the requirements for Perkins.	Traci Harvey Donna Kutac	CATE teachers	1/24/20 2/21/20 3/27/20 4/24/20	5/15/2020	199	\$0.00	HQ, AHQ	1
Attract and retain qualified teachers through: Job Fairs, Professional Development, Subject Area Stipends	Dr. Oliver, Donna Kutac	Region III LISD Board	4/24/2020	5/29/2020	NA	\$0	NA, PD, AHQ, AA	1, 3, 6, 7
Administer Curriculum Based Assessments on a regular basis to determine the effectiveness of teaching strategies and to identify which students require additional support.	Classroom Teacher	Blooms Tax. Eduphoria	9/13/19 10/2/19 10/25/19 11/18/19 11/22/19 12/20/19 1/24/20 2/14/20 3/6/20 4/3/20 4/30/20	5/20/20	199	\$1,500	RS, AS	1, 2
Use the Texas Resource System as a Scope and Sequence and the Year At A Glance to	Classroom teachers, Donna Kutac	Texas Resource System	9/13/19 10/2/19 10/25/19 11/18/19 11/22/19	5/20/20	NA	\$0.00	RS, AS	

determine the curriculum to be taught and when, to increase student performance.			12/20/19 1/24/20 2/14/20 3/6/20 4/3/20 4/30/20						
Students in the Blocked Algebra I class will use the CD Power Math to accelerate instructional deficits.	Chanti Tiilley Donna Kutac	Power Math CD's	12/20/19 5/20/20	5/20/20		NA	\$0.00	RS, AA	1,2, 5

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Objective	Develop and support effective instruction that focuses on high performance of all students.	
Evidence of Implementation	Dual credit, CTE earned, teacher and student schedules, and SIOP training	
Evidence of Impact	3 weeks Progress Reports 6 weeks Report Cards CBA tests, Unit tests, 6 weeks exams.	

Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF
Meet with students and parents to explain new dual credit on-line availability	Traci Harvey, Donna Kutac	WCJC	5/2019	5/20/20	Technology budget	\$5,000	AS	1
Provide ELL/ESL students with appropriate support through a content based model by certified English teachers.	Donna Kutac Traci Harvey	Linda Bram Gayln Franke	8/26/ 2019	5/20/20	NA	\$0	AA, AS, CP	1, 2
Place all students with disabilities in a regular classroom with certified teachers and inclusion specialist. Monitor the progress and maintain	Donna Kutac, Daniel Gaona Brian Blank	Classroom teachers, Daniel Gaona, Brian Blank	9/13/19 10/2/19 10/25/19 11/18/19 11/22/19 12/20/19 1/24/20 2/14/20 3/6/20	5/20/20	NA	\$0	RS, PD, AA, AS, CP	1, 2

appropriate records on all students who are disabled.			4/3/20 4/30/20						
Provide certification opportunities to be workforce prepared.									
Google OSHA 30 Floral Certifications	Counselor, CTE teachers	Region III	8/1/2019	5/20/20	NA	\$0	AS, CP	1	
Teachers meet one-on-one with students to review benchmark testing to discuss strengths and areas to improve.	Donna Kutac EOC teachers	Lead4ward	1/30/20	4/30/20	NA	\$0	AA, AS	1,3,6	
High-quality professional development designed by teachers, principals, and other school staff to improve teaching and learning.	Donna Kutac Mary Trochta Brady Peterson	Region III	8/12-23/19	5/20/20	NA	\$0	NA, RS, PD	3, 6,7	
Employ rigorous, engaging, student-centered activities including manipulatives, laboratory experiences, and project based learning to	Donna Kutac	Classroom teachers	8/26/19 through 5/20/20	5/20/20	NA	\$0	HQ, PD,RS	1,2, 3, 7	

enhance student learning.										
Review data, plan, and maintain records of students who qualify under 504. Ensure that classroom and testing accommodations are followed, provide screening for dyslexia.	Donna Kutac	Rhonda Bremser Lisa McCrary- Dyslexia Screener, Classroom teachers	9/13/19 10/2/19 10/25/19 11/18/19 11/22/19 12/20/19 1/24/20 2/14/20 3/6/20 4/3/20 4/30/20	5/20/20	NA	\$0	CP	1		
Goal	Improve Academic Achievement for All Students						<u>Schoolwide Components</u> NA - Needs Assessment RS - Reform Strategies HQ - Highly Qualified PD - Professional Development AHQ - Attract Highly Qualified PI - Parental Involvement PK - Pre-K Transition Programs AA - Academic Assessments AS - Achievement Standards CP - Coordination of Programs			
Objective	Ensure a safe environment in which all students and staff are accountable.									
Evidence of Implementation	Emergency procedures are posted and are practiced routinely. Appropriate crisis interventions are implemented. Students feel safe in sharing responses/discussions with instructors and peers.									
Evidence of Impact	Reduction of bullying incidents, lower number of students in ISS/DAEP. Consistent discipline management between administrators.						<u>Critical Success Factors (CSF)</u> 1 – Improve Academic Performance 2 – Increase Use of Quality Data 3 – Increase Leadership Effectiveness 4 – Increase Family/Community 5 – Increase Learning Time 6 – Improve School Climate 7 – Increase Teacher Quality			
Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF		
Provide a speaker to discuss hazards of vaping/e-cigarettes	Administrators, School Medical Assistant	Dept of State Health Services, Mrs. LeBar	9/2019	5/22/20	NA	\$0	RS, CP	1, 3, 6		
Drug Dogs	Administrators	Drug Dog	9/1/19	5/22/20	NA	\$0	NA, RS	3, 6		

WCSO presents D.A.R.E. Program to sophomores	WCSO, LISD School Board, Dr. Oliver, Donna Kutac	DARE Officer	2/15/20	5/22/20	199	\$50,000	CP	4,6
Red Ribbon Week to decrease involvement in drugs and alcohol	Traci Harvey	DARE Officer	10/25 through 10/29/19	10/29/2019	199	\$300	RS	1, 4, 6
Post and review emergency procedures	Administration and Teachers	Procedures packet	8/12/19	8/22/19	NA	\$0	NA, RS	3, 6, 7
Tweak Discipline Ladder for consistent Discipline Management	Donna Kutac	Time to evaluate and update the Discipline Ladder with teachers	8/12/19	8/22/19	NA	\$0	NA	6
Encourage Restorative Discipline Strategies	Donna Kutac	Region III	8/27/19	5/29/20	NA	\$0	NA, RS, PD	1, 3, 7
Active monitoring of Faculty and Staff through Walkthroughs, and Monitoring Hallways	Donna Kutac Brady Peterson Mary Trochta Dr. Oliver	Walkthrough Data in Eduphoria	8/26/19	5/29/20	NA	\$0	NA, RS, AS	1, 3, 6, 7

Goal	Improve Academic Achievement for All Students	<u>Schoolwide Components</u> NA - Needs Assessment RS - Reform Strategies HQ - Highly Qualified PD - Professional Development AHQ - Attract Highly Qualified PI - Parental Involvement PK - Pre-K Transition Programs AA - Academic Assessments AS - Achievement Standards CP - Coordination of Programs  <u>Critical Success Factors (CSF)</u> 1 – Improve Academic Performance 2 – Increase Use of Quality Data 3 – Increase Leadership Effectiveness 4 – Increase Family/Community 5 – Increase Learning Time 6 – Improve School Climate 7 – Increase Teacher Quality
Objective	Prepare all students to be college and career ready.	
Evidence of Implementation	Increase in Dual Credit Enrollment, increase in number of students taking CTE courses, increase in number of students who are signing with colleges/universities, and increase in certifications through CTE courses.	
Evidence of Impact	Review the number of students receiving college credit and the number of students graduating career and college ready.	

Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF
Establish clear programs of study to ensure in industry and post secondary needs are met	Donna Kutac, Traci Harvey, CATE teachers	State standards	2/2020	5/30/2020	NA	\$0	CP	4
Attend WCJC Career and College Fair	Traci Harvey	WCJC	2/2020	2/2020	199	\$50	CP	4, 6
WCJC representative will speak to freshman and seniors	Traci Harvey	WCJC	9/2019	9/2019	NA	\$0	CP	4,6
University of Houston-Victoria speaks with seniors	Traci Harvey	U of Houston Vic	10/2019	10/2019				
Texas A&M representative will speak to seniors	Traci Harvey	Texas A&M	10/2019	10/2019	NA	\$0	CP	4,6

The U.S. Army representatives speak with Seniors and students taking the ASVAB	Traci Harvey	Army representatives	10/2019	10/2019	NA	\$0	CP	4,6
Give TSI and SAT tests at Louise High School in an effort to allow more students accessibility to test	Traci Harvey	TSI and SAT representatives	January 2020	3/01/20				
WIT College/Business Field Trips	WIT Leaders: Venessa Gaona Lindsey McMahan	Transportation, Texas A&M	9/9/2019	5/2/2020	WIT Sponsored	\$0	CP	1, 6
Enroll all students into Dual Credit classes that pass the TSI tests	Traci Harvey	Transportation Tuition Books	8/01/2019	12/16/2020	199	\$2,500	AS, CP	1, 4, 6
OSHA safety and Floral Design certifications will be available for students enrolled in CTE courses	Traci Harvey Ronnie Wilson, Brittney Ross	Consumable supplies	8/26/2019	5/20/2020	199	\$200	AS, CP	1, 6
FAFSA night	Traci Harvey Donna Kutac	Computer Lab	11/2019	11/2019	NA	\$0	PI	4
Utilize SAT/ACT website practice tests to increase student success and purchase SAT/ACT study guides (English and Mathematics)	Galynn Franke, Linda Bram, Venessa Gaona, Donna Kutac, Traci Harvey	Computer Lab	8/26/2019	5/20/2020	NA	\$0	RS, AS,CP	1, 5
Enhance student vocabulary and reading skills in the	Region III, Donna Kutac, Traci Harvey	Linda Bram, Galynn Franke	8/26/2019	5/20/2020	Member of Region III ELA services	\$0	NA, RS, PD, AS	1,2



classroom using strategies from the workshop Grammar Keepers with Gretchin Bernabel to increase success on ACT/SAT/TSI tests								
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Goal	Ensure Efficient and Effective Operations	<u>Schoolwide Components</u> NA - Needs Assessment RS - Reform Strategies HQ - Highly Qualified PD - Professional Development AHQ - Attract Highly Qualified PI - Parental Involvement PK - Pre-K Transition Programs AA - Academic Assessments AS - Achievement Standards CP - Coordination of Programs  <u>Critical Success Factors (CSF)</u> 1 – Improve Academic Performance 2 – Increase Use of Quality Data 3 – Increase Leadership Effectiveness 4 – Increase Family/Community 5 – Increase Learning Time 6 – Improve School Climate 7 – Increase Teacher Quality
Objective	Develop an accountability, monitoring, and reporting structure for all departments and schools.	
Evidence of Implementation	Walkthrough documentation and Observations completed. TSR I, II, and III	
Evidence of Impact	Improve teacher quality and an increase in the use of data to make decisions.	

Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF
Walkthroughs	T-TESS Appraisers	Eduphoria	8/26/19	5/20/2020	NA	\$0	RS, CP	1, 3, 7
Teacher Observations/Appraisals	T-TESS Appraisers	Eduphoria	10/1/2019	3/27/2020	NA	\$0	RS	1, 3, 7
Implement a Mentoring	Donna Kutac	Experienced Teachers	8/23/2019	5/20/2020	NA	\$0	HQ	3, 6, 7

program for new teachers									
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Goal	Ensure Effective Communications	<u>Schoolwide Components</u> NA - Needs Assessment RS - Reform Strategies HQ - Highly Qualified PD - Professional Development AHQ - Attract Highly Qualified PI - Parental Involvement PK - Pre-K Transition Programs AA - Academic Assessments AS - Achievement Standards CP - Coordination of Programs  <u>Critical Success Factors (CSF)</u> 1 – Improve Academic Performance 2 – Increase Use of Quality Data 3 – Increase Leadership Effectiveness 4 – Increase Family/Community 5 – Increase Learning Time 6 – Improve School Climate 7 – Increase Teacher Quality
Objective	Develop and implement a district-wide plan to maximize two-way communication among school, family, and community.	
Evidence of Implementation	Sign in sheets from Open House, Dual Credit Meetings, and School Messenger Messages	
Evidence of Impact	Increase in parent participation during Open House, Dual credit meetings, FAFSA.	

Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF
Utilize the School Messenger	Donna Kutac	School Messenger	8/26/2019	5/20/2020	NA	\$0	PI	3, 4, 6
Improve student attendance 97% by contacting parents whose students are absent by phone, mail or home visits. Truancy charges may be filed in extreme cases.	Administration, Faculty and Staff	Incentives	10/4/2019 11/8/2019 12/20/2019 2/14/2020 4/3/2020 5/20/2020	5/20/2020	199 11	\$1,000	NA, AS	1, 5, 6
Encourage parents to sign up for SkyWard to access student grades, attendance, discipline and cafeteria information.	Sandra Holik-Tech; Donna Kutac, secretaries	SkyWard	8/22/2019	5/20/2020	NA	\$0	PI	3, 4, 6

District Registration	Donna Kutac, Traci Harvey	NA	8/22/2019	5/20/2020	NA	\$0	PI	3, 4, 6
Hold Open House	Donna Kutac, Dr. Oliver	NA	10/10/2019	10/10/2019	NA	\$0	PI	3, 4 , 6
Hold Dual Credit meetings with Parents	Traci Harvey Donna Kutac	NA	2/10/2020	2/10/2020	NA	\$0	CP, PI	3, 4 , 6
Continue to utilize Remind 101 for students and parents for scholarships, SAT, ACT, Balfour, etc. dates	Traci Harvey	Remind 101 App.	8/26/19 5/20/20	5/20/19	NA	\$0	CP, PI	3,4,6
Contact parents and hold conferences when academic/behavior concerns arise	Donna Kutac	Classroom teachers	9/13/19 10/2/19 10/25/19 11/18/19 11/22/19 12/20/19 1/24/20 2/14/20 3/6/20 4/3/20 4/30/20	5/20/2020	NA	\$0	PI	1, 3, 4, 6
Present a musical Christmas Program and Spring Band Concert	Donna Kutac	Kasey Chitmon	12-2019 5-2020	5/20/2020	NA	\$0	PI	1,3, 4, 6

# State Compensatory Summary

	Does Not Apply to Louise High School		


\*Direct cost requirement is 52%