

Pewitt High School

Campus Improvement Plan

2018/2019



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DMAC Solutions ®

Page 1 of 19

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Pewitt High School

Mission

The Mission of the Pewitt Consolidated Independent School District, in partnership with our school community, is to inspire and prepare our students to become confident, innovative problem solvers who demonstrate outstanding character and take full advantage of their individual academic potential so that they are able to thrive in our complex and ever-changing world.

Vision

*Exemplify Excellence.
Everyone.
Everywhere.
Every day.*

Nondiscrimination Notice

Pewitt High School does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

Belief Statements

Pewitt CISD believes:

- Learning begins with rigorous and relevant learning opportunities that reflect differentiation, high expectations, and student interests.
- Diversity of individuals should be valued and appreciated.
- Character development is a continual process that supports integrity, mutual respect, and positive attitudes.
- Technology is a critical component for success in our global society and modern workforce.
- Development of leadership throughout the organization is essential to our success.
- Teamwork and collaboration among school stakeholders promotes a common understanding, establishes a positive atmosphere of trust, and reinforces school and community pride.
- Educational excellence is achievable and is the responsibility of everyone, everywhere, every day.
- Change is necessary for continuous growth and improvement.

Pewitt High School Site Base

| Name | Position |
|---------------------|-------------------------|
| Club, Tammy | Parent |
| Dean, Melba | Business Representative |
| Harrison, Lauren | CTE Teacher |
| Kiefer, Monica | Paraprofessional |
| Mcright, Tamara | ELA Teacher |
| Myers, Nicole | Math Teacher |
| Stringfellow, Kathy | Counselor |
| Wylie, Jay | Principal |

Pewitt High School

Goal 1. Ensure all students receive exceptional learning opportunities that prepare them for graduation and post-secondary success.

Objective 1. Continuous improvement of student performance in ELA, Math, Science, and Social Studies as measured by the STAAR Assessments

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|--|-------------------|--|--|
| 1. Conduct Benchmark testing, using TAG & TEKScore in DMAC to analyze results in order to impact instruction and plan specific interventions. (Title I SW: 1,2,3,9) (Target Group: All) | Assistant Principal(s), Campus Principal(s), Campus Testing Coordinator(s), Counselor(s), Director of Curriculum, Teacher(s) | October, February | (F)Title I, (L)Other, (O)Staff Time, (S)FTE--State Compensatory, (S)State Compensatory | Formative - DMAC Reports |
| 2. Utilize Think Through Math, Sapling and other research-based supplemental programs to increase student understanding and skill level. (Target Group: All) | Campus Principal(s), Campus Testing Coordinator(s), Counselor(s), Teacher(s) | August - June | (F)Title VI, Part B Rural/Low Income | Formative - Program tracking reports 85% passing rate on STAAR |
| 3. Providing individualized and small group tutoring during Before and After School tutorials (Target Group: All) | Teacher(s) | September - May | (L)Other | Formative - 3-week failure reports 6-week failure reports |
| 4. Continue implementation of TEKS Resource System (Target Group: All) | Assistant Principal(s), Campus Principal(s), Region 8 ESC, Teacher(s) | July - August | (F)Title I | Formative - 3-week report 6-week report Honor Roll report |
| 5. Continue to utilize technology for instruction and student engagement. Distribute and use Chromebooks for core classrooms, purchase additional Chrome Books, software updates, WiFi. The campus will also incorporate a common calculator to limit the confusion of multiple devices, as well as, focus on calculation skill development. (Target Group: All) | Business Manager, Campus Principal(s), Director of Technology, Staff, Teacher(s) | August - July | (L)Other | Summative - 3-week report 6-week report STAAR scores TAPR |
| 6. Coordinate curriculum mapping/vertical alignment meetings to assist teachers in better understanding the depth of their content and aligned instructional practices. Curriculum mapping will be used to address academic needs in reading. The goal is to impact the transition from eight to ninth grade. | Assistant Principal(s), Campus Principal(s), Director of Curriculum, Teacher(s) | October - June | (O)Staff Time | Summative - Sign In Sheets Lesson Plans Walk Through Data |

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Objective 1. Continuous improvement of student performance in ELA, Math, Science, and Social Studies as measured by the STAAR Assessments

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|---|--|--|---|
| 7. Monitor instruction using new T-TESS walk-through form, analyze campus trends, and engage in critical conversations to improve student performance. (Target Group: All) | Assistant Principal(s), Campus Principal(s) | September - May | (L)Other | Summative - Eduphoria reports T-TESS reports Departmental meeting notes |
| 8. Utilize the Advisory period to facilitate intervention and progress monitoring of students in need of academic assistance. (Title I SW: 3) (Target Group: All) | Campus Principal(s), Counselor(s), Teacher(s) | October - May | (O)Staff Time, (S)FTE--State Compensatory, (S)State Compensatory | Summative - STAAR Assessment scores DMAC Data Advisory Class Lists |
| 9. Offer credit recovery opportunities for students who are lacking credits in order to graduate. | Campus Principal(s), Counselor(s), Instructional Assistant(s), Staff | During the school year and in the summer | (F)Title I | Summative - |
| 10. Provide accelerated instruction in the summer to prepare for the June administration of the EOCs. | Campus Principal(s), Counselor(s), Teacher(s) | June | (F)Title I, (S)FTE--State Compensatory | Summative - DMAC Reports |
| 11. The campus will follow a set of procedures to track CCMR of students, develop paths in increase student success, and evaluate procedures effectiveness. (Title I SW: 1,2,10) (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,3,4,6) | Campus Principal(s), Director of CTE, Director of Curriculum, Region 8 ESC, Staff, Teacher(s) | Aug-July | (O)Staff Time | Summative - Google Forms |

Pewitt High School

Goal 2. Recruit, retain, and develop highly motivated staff members who maximize student success.

Objective 1. Recruit, retain, and develop highly motivated staff members who maximize student success

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|-----------------|---------------|---|
| 1. Participate in Region 8 job fair to develop a pool of highly qualified teachers should openings exist. (Target Group: All) | Campus Principal(s), Director of Curriculum, Region 8 ESC, Superintendent | Spring semester | (O)Staff Time | Summative - Job Fair registration data number of new teachers hired number of teachers retained in the district |
| 2. Develop relationships with Stephen F. Austin State University, The University of Texas at Tyler, Texas A&M-Commerce, and Texas A&M -Texarkana teacher training programs. | Assistant Principal(s), Campus Principal(s), Director of Curriculum, Superintendent, Teacher(s) | August - August | (O)Staff Time | Summative - campus visits applicant pool information number of applicants for open positions |

Pewitt High School

Goal 2. Recruit, retain, and develop highly motivated staff members who maximize student success.

Objective 2. Engage in specific practices to minimize teacher turnover

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|-----------------|--|-----------------------------|
| 1. Provide time for new teachers to meet with campus mentors, visit each other's classrooms and check in regarding progress and questions | Assistant Principal(s), Campus Principal(s), Teacher(s) | September - May | (O)Staff Time | Summative - meeting agendas |
| 2. Provide stipends for Science, Math, Special Ed. & Spanish teachers | Business Manager, Superintendent | August - July | (F)Title IIA Principal and Teacher Improvement | Summative - Stipends |

Pewitt High School

Goal 2. Recruit, retain, and develop highly motivated staff members who maximize student success.

Objective 3. Provide Staff Development in research-based instructional strategies

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|---|-----------------------|--|---|
| 1. All staff will be trained in the new Texas teacher appraisal instrument, T-TESS. (Target Group: All) | Director of Curriculum, Superintendent | August | (F)Title IIA Principal and Teacher Improvement | Summative - Sign-in sheet |
| 2. Teachers and paraprofessionals have opportunities to attend high-quality and ongoing professional development sessions, including local trainings as well as sessions through Region 8 ESC. | Campus Principal(s), Director of Curriculum, Region 8 ESC, Teacher(s) | August - July | (F)Title I, (F)Title IIA Principal and Teacher Improvement | Summative - Professional Development registration documentation and certificates for completion |
| 3. Enable one technology teacher to attend TCEA conference to stay informed of high yield instructional technology practices and bring knowledge back to other teachers. (Target Group: CTE) | Campus Principal(s), Teacher(s) | February | (F)CTE | Summative - Certificate of attendance Teacher Training |
| 4. Train teachers in TRS curriculum components and utilization to ensure aligned curriculum, instruction, and assessment practices and review throughout the school year. | Assistant Principal(s), Campus Principal(s), Director of Curriculum, Region 8 ESC, Teacher(s) | June, September - May | (O)Staff Time | Summative - Walk Through data PLC meeting notes Student Assessment data |
| 5. Organize out-of-district instructional conversations for content area teachers at a comparable high performing school outside of Region 7 or 8 and then debrief to analyze practices. | Campus Principal(s), Teacher(s) | August - May | (O)Staff Time | Summative - Teacher notes Reflection data |

Pewitt High School

Goal 3. Provide facilities that support positive learning environments.

Objective 1. Work with the custodial and maintenance and technology staff to maintain a clean and safe environment with appropriate technological needs

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|--|---------------|---------------|---|
| 1. Collaborate with maintenance and technology and Custodial to provide teachers with classroom furniture, supplies and technology connections that allow for best practices regarding student learning, engagement, and motivation (Target Group: All) | Campus Principal(s), Director of Maintenance, Director of Technology, Staff | June - August | (O)Staff Time | Summative - TXEIS Funding Reports |
| 2. use maintenance and technology work orders as needed to improve classroom and school environments | Campus Principal(s), Director of Maintenance, Director of Technology, Teacher(s) | August - July | (O)Staff Time | Summative - Forms Survey of the process |
| 3. Create a catalog of programs available to staff for instructional purposes. (Title I SW: 2,10) (Strategic Priorities: 4) (CSFs: 1,3,4,7) | Campus Principal(s), Director of Curriculum, Director of Technology, Staff | aug-july | (O)Staff Time | Summative - Document |

Pewitt High School

Goal 3. Provide facilities that support positive learning environments.

Objective 2. Utilize current facilities and technology more efficiently to engage students in learning

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|---|--------------|---------------|----------------------------|
| 1. Provide training to teachers on how to use existing technology resources and programs to meet the instructional needs of all students | Campus Principal(s), Director of Technology, Teacher(s) | August - May | (O)Staff Time | Summative - Sign In Sheets |

Pewitt High School

Goal 4. Promote and fully develop positive partnerships with parents, community members, and business organizations.

Objective 1. Increase positive partnerships with parents, community members, and businesses

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|--|------------------|-------------------------|---|
| 1. Create sponsorship opportunities with businesses for Fish Camp to welcome and orient ninth grade students to high school. Through the sponsorship, business leaders will be provided the opportunity to communicate to the students needs of their industry. | Campus Principal(s), Counselor(s) | August | (O)Staff Time | Summative - Agenda |
| 2. Invite parents to a fall Meet-the-Teacher Night and spring Open House focused on parent awareness of academics and supporting student success. (Target Group: All) | Campus Principal(s), Counselor(s), Teacher(s) | September, March | (O)Staff Time | Summative - sign in sheets for attendance |
| 3. Hold a parent meeting during Spring semester to discuss student course selections and student endorsement options. (Target Group: All) | Campus Principal(s), Counselor(s), Teacher(s) | February / March | (O)Staff Time | Summative - Sign In Sheet |
| 4. Continue the Brahma Backers programs | CIS Coordinator | Monthly | (L)Other, (O)Staff Time | Summative - Sign In Sheet |
| 5. Increase communication opportunities between parents and teachers by having a day set aside just for face-to-face parent conferences. | | October | (L)Other | Summative - District Calendar |
| 6. Develop a sponsorship fish fry to recognize those who have supported the school through the academic year. (Title I SW: 6) (CSFs: 5,6) | Assistant Principal(s), Campus Principal(s), Counselor(s), Staff | | (O)Staff Time | Summative - Sign-In sheet |

Pewitt High School

Goal 5. Support a process that promotes open and timely communication with staff, students, parents, and community members.

Objective 1. Increase communication between the high school, parents, and community

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|---|---------------|-------------------------|---------------------------------------|
| 1. Maintain Twitter, & Facebook pages for ongoing communication for parents, students, and community (Title I SW: 6) (Target Group: All) | Campus Principal(s) | Daily | (O)Staff Time | Summative - Site hit percentage chart |
| 2. Maintain the High School website page to provide timely communication regarding school happenings and critical information. (Title I SW: 6) (Target Group: All) | Assistant Principal(s), Campus Principal(s), Counselor(s), School Nurse, Staff, Teacher(s), Webmaster | August - July | (L)Other, (O)Staff Time | Summative - Site hit percentage |
| 3. Encourage and support parents in accessing the Gradebook Parent Portal to monitor student progress (Target Group: All) | Assistant Principal(s), Campus Principal(s), Staff, Teacher(s) | August -May | (O)Staff Time | Summative - Survey |

Pewitt High School

Goal 6. Exercise fiscal responsibility through efficient management of resources and operations to maximize student achievement.

Objective 1. Ensure appropriate allocation of federal and state funds and alignment to district and campus goals

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|------------------|---------------|---------------------------|
| 1. Communicate budget allocations to teachers and outline expectations for spending that is aligned to student success (Title I SW: 3,10) (Target Group: All) | Business Manager, Campus Principal(s), Teacher(s) | August - July | (O)Staff Time | Summative - Survey |
| 2. Require instructional goals be attached to the request for expenditure of funds (Target Group: All) | Campus Principal(s), Teacher(s) | September - July | (O)Staff Time | Summative - TxEIS Reports |

Pewitt High School

Goal 7. Encourage 21st century learning through the use of technology in the teaching and learning process.

Objective 1. Create a culture to where students and teachers utilize technology as a tool for learning and growth

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|---|-------------------|---|-------------------------------|
| 1. Provide class sets of Laptops or Chromebooks in core departments and redistribute Chromebooks to electives classes (Target Group: All) | Campus Principal(s), Director of Curriculum, Director of Technology, Teacher(s) | August - June | (L)Other | Summative - Technology Logs |
| 2. Provide training to teachers on instructional technology (Target Group: All) | Assistant Principal(s), Campus Principal(s), Counselor(s), Director of Curriculum, Director of Technology, Region 8 ESC, Teacher(s) | August- July | (F)Title IIA Principal and Teacher Improvement, (L)Other, (O)Staff Time | Summative - PD Sign In Sheets |
| 3. Share best practices and tips in instructional technology across the campus to develop a culture of technology integration (Title I SW: 4) (Target Group: All) | Assistant Principal(s), Counselor(s), Director of Curriculum, Director of Technology, Staff, Teacher(s) | August - August | (O)Staff Time | Summative - Agendas |
| 4. Enable a teachers and paraprofessionals to participate in the Region 8 LITE conference, and the TCEA conference to bring back instructional strategies to the staff (Target Group: All) | Campus Principal(s), Region 8 ESC, Staff, Teacher(s) | October, February | (F)CTE | Summative - Certifications |

Pewitt High School

Goal 8. Emphasize integrity, strong character, and community pride throughout the district.

Objective 1. Recognize student achievement and strong, positive character qualities

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|--------------|-------------------------|---|
| 1. Nominate and select a Brahma-of-the-Month | Assistant Principal(s), Campus Principal(s), Counselor(s), Teacher(s) | each month | (O)Staff Time | Summative - List of students who received this award. Recognize at monthly board meeting |
| 2. Recognize students who make the A and A/B Honor Roll | Campus Principal(s), Counselor(s), Staff | each 6 weeks | (O)Staff Time | Summative - List of students |
| 3. Nominate and select the Counselor's Character Award (Target Group: All) | Counselor(s), Teacher(s) | each 6 weeks | (L)Other, (O)Staff Time | Summative - list of students |
| 4. Use the six pillars of the Character Counts program (Target Group: All) | Assistant Principal(s), Campus Principal(s), CIS Coordinator, Counselor(s), Staff, Teacher(s) | each 6 weeks | (L)Other, (O)Staff Time | Summative - Pictures |
| 5. develop strategies to increase the school culture through activities for students. (Title I SW: 6) (Target Group: All) (CSFs: 5,6) | Counselor(s), Director of Maintenance, Staff, Teacher(s) | | (O)Staff Time | Summative - Collection of pictures from events. |

Pewitt High School

Goal 9. Provide a safe and drug-free learning environment.

Objective 1. Implement strategies that will ensure staff and students work in a safe environment

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|--|-------------------------|-------------------------|--|
| 1. Continued use of security cameras at strategic positions on campus. (Target Group: All) | Assistant Principal(s), Campus Principal(s), Director of Maintenance, Director of Technology, SRO Officer | August - July | (L)Other | Summative - video footage access |
| 2. Use of drug dog random visits on campus throughout the year. (Target Group: All) | Campus Principal(s), SRO Officer | September - May | (L)Other | Summative - Number of visits number of confirmed violations |
| 3. Building entryways use monitored and limited access security control. | Assistant Principal(s), Campus Principal(s), Director of Maintenance, Director of Technology, SRO Officer, Staff | August 2016 - June 2017 | (O)Staff Time | Summative - Activity Log |
| 4. Provide a counseling program that includes information and strategies for suicide prevention, conflict resolution, violence prevention and intervention, harassment, and dating violence (Target Group: All) | CIS Coordinator, Counselor(s) | August - May | (L)Other, (O)Staff Time | Summative - Logs |
| 5. Conduct drills for fire, Lockdown, and Shelter-in-Place | Campus Principal(s), Director of Maintenance, Director of Technology | September - May | (O)Staff Time | Summative - State Documents |
| 6. Provide ALICE training to campus staff (Target Group: All) (CSFs: 6) | Campus Principal(s), Director of Maintenance, Director of Transportation, Region 8 ESC, SRO Officer, Staff, Superintendent, Teacher(s) | | (O)Staff Time | Summative - Sign In Sheet |

Resources

| Resource | Source | Amount |
|-----------------------------------|---------|------------|
| Title I | Federal | |
| Title VI, Part B Rural/Low Income | Federal | |
| Other | Local | |
| Staff Time | Other | |
| FTE--State Compensatory | State | FTE 4.0608 |
| High School Allotment | State | |
| State Compensatory | State | \$190,236 |
| State GT | State | |

Comprehensive Needs Assessment

Accountability Summary from the Texas Education Agency

Pewitt High School -- MET STANDARD and earned one (1) Distinction designation: Academic Achievement in ELA.

Results of the 2018 Accountability are as follows:

- **Domain 1 Score 74
- **Domain 2A Score 78
- **Domain 2B Score 65
- **Domain 3 Score 72
- **Overall Score 76

The campus met standard and received a gold star for ELA. Yet, the campus also has areas of improvement needed, including multiple sub populations in all subject areas. Major attention needs to be applied to the campus CCMR rating.

Demographics

African American - 14.3%, Hispanic - 11.8%, White - 67.5%, American Indian - 0.4%, Asian - 0.0%, Pacific Islander - 0.0%, Two or More Races - 5.4%, Economically Disadvantaged -- 54.0%, English Language Learners -- 2.3%, Mobility Rate -- 7.5%, SPED - 11.3%

Technology

Pewitt High School strives to ensure that students and staff have access to relevant technology. Collaboration between the responsible parties for instruction and technology is needed to expand the integration of technology within the educational setting. This is a need for our teachers as they desire to incorporate technology into their instruction, but they need more training that maximizes the use of technology as a resource and a tool for student engagement and success. The current technology resources include classrooms computer/laptop for the teacher, printers, computer labs, iPads, Chromebooks, mobile Chromebooks carts, ceiling-mounted projectors in all classes, document cameras, an automated-parent notification system, and campus-wide access to wi-fi.

School Culture and Climate

Our attendance rate is at 96%. Student behavior based on discipline referrals is low. The vision, mission, goals, and beliefs of the district all point to high expectations for everyone.