



NEEDVILLE HIGH SCHOOL

Campus Improvement Plan 2018 - 2019

Needville High School

Needville High School Mission Statement

The fundamental belief of Needville High School is all students can learn with positive self-image, motivation, and participation. Knowing that a motivating factor for students is a strong curriculum, the high school has focused instruction in areas of known student weaknesses so that all students may have the opportunity to become patriotic, well-motivated citizens of this society.

Needville High School Vision

The vision for Needville High School is to maintain the importance of developing character and discipline, in conjunction with academic and intellectual growth, to find ways to tap into the potential of ALL students and to provide opportunities for this potential to be nourished, grow, blossom and come to fruition, to continue, as a team, to address areas of concern and find creative and productive ways to remedy these areas, and to continue the grow in our ability to serve the students and the community of Needville.

Approved by Board of Trustees:
February 20, 2019



Needville High School

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NHS Campus Improvement Committee

Steve Adamson, Needville High School Principal

Jeff Abbe – Asst. Principal
Derek Maresh – Asst. Principal
Valerie Orsak – Counselor
Shari Zbranek - Social Studies Dept. Head
Sherry Breedlove – Science Dept. Head
Kristen Wyatt – English Dept. Head
Delta McFarland – Computer Science Teacher
Michael Poe – Agriculture Dept. Head
Melissa Rhodes – Librarian
Deana Mitchell – Educational Aide

Micheal Bremer – Asst. Principal
Heather Cordova – Asst. Principal/CTE Director
Amy Pohler – Counselor
Lourdes Ward – Foreign Language Dept. Head
Keenan Landrum – Math Dept. Head
Jimmie Amox – Art Teacher
Suzie Holderfield – Special Education Dept. Head
Paula Vecera – Technology Specialist
Aimee Brenton – Family & Consumer Science Teacher
Heather Hudson – Educational Aide

Selected Parents, Business and Community Members

Taylor Eavenson – Parent Representative

Dorinda Dikeman – Community Representative

Purpose of Campus Improvement Plan

The Campus Improvement Plan (CIP) guides the Campus in effective Campus and campus improvement planning for establishing a school Campus of excellence both in academic programs and performance, as well as in financial and facility planning and Campus operations. This plan is established through a collaborative process of input and feedback from the members of the Campus Improvement Committee (CIC), Campus staff, and the Principal.

Improved student performance in NHS is defined as meeting or exceeding state standards for all student groups in a Campus context that promotes excellence in all areas. Together, the Principal, along with Campus staff, teachers, other non-teaching staff, business representatives, parents, and community members:

- assess educational outcomes of all students
- establish performance objectives
- provide strategies and activities
- continuously monitor the components of the improvement plan to improve student performance for all students

The long range goals of the Campus Improvement Plan (CIP) provide direction and concentrated focus for the Campus.

Needville High School

Strategic Goals

- Strategic Goal 1: Recruiting, supporting, and retaining teachers and principals**
- Strategic Goal 2: Building a foundation of reading and math**
- Strategic Goal 3: Connecting high school to career and college**
- Strategic Goal 4: Improving low-performing schools**

Campus Improvement Goals

- Campus Goal 1: Needville High School will demonstrate and sustain growth in student achievement**
- Campus Goal 2: Needville High School will improve home/community involvement within the Campus.**
- Campus Goal 3: Needville High School will provide opportunities to enhance instruction through more effective staff development.**
- Campus Goal 4: Needville High School will provide a safe school environment conducive to student achievement.**

Needville High School Campus Goals and Objectives

Campus Goal 1: Needville High School will demonstrate and sustain growth in student achievement

Objective 1: Highly qualified staff; All students will be taught by effective teachers who are assisted by Effective paraprofessionals according to ESSA

Objective 2: Ensure all Needville High School special programs are in compliance with program effectiveness indicators and ensure compliance and program effectiveness by providing staff development to all Needville High School staff.

Objective 3: State Assessments, TELPAS, TPRI, and achievement scores for all students and special populations will improve yearly with a goal of 90% passing in each demographic group, content area, and overall.

Objective 4: Through the teaching of the TEKS, all students accountability groups, grades 9-11, will achieve levels of achievement to be determined (by TEA) on the State of Texas Assessments of Academic Readiness (STAAR) and meet federal accountability requirements.

Objective 5: Meet or exceed the annual student attendance rate threshold of 97.0% each year.

Objective 6: Maintain exemplary drop-out rate which is less than or equal to 1% in all student groups.

Objective 7: All students will graduate from high school on time, college and career ready.

Campus Goal 2: Needville High School will improve home/community involvement within the Campus.

Objective 1: Needville High School will increase staff, community, and parent communication and participation to meet the needs of students, parents, and staff in an open, honest, and timely manner.

Needville High School Campus Goals and Objectives-Continued

Campus Goal 3: Needville High School will provide opportunities to enhance instruction through more effective staff development.

Objective 1: Organize to successfully support a high-performance system.

Objective 2: Needville High School will improve the skills, knowledge, and abilities of employees so that all employees have a better understanding of what the Campus is striving to accomplish, have current knowledge of new technologies and best practices, and are able to find meaningful ways to better contribute to student success.

Campus Goal 4: Needville High School will provide a safe school environment conducive to student achievement.

Objective 1: Needville High School will implement more uniform and consistent procedures, classroom management plans, and discipline plan to produce a safe environment conducive to learning.

Objective 2: Needville High School will implement programs in health and wellness for students, faculty, and staff including nutrition and physical education.

The State of Texas Public Education Mission and Academic Goals

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

The State of Texas Public Education Academic Goals

To serve as a foundation for a well-balanced and appropriate education:

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

The State of Texas Public Education Objectives

The objectives of public education are:

OBJECTIVE 1: Parents will be full partners with educators in the education of their children.

OBJECTIVE 2: Students will be encouraged and challenged to meet their full educational potential.

OBJECTIVE 3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

OBJECTIVE 4: A well-balanced and appropriate curriculum will be provided to all students.

OBJECTIVE 5: Qualified and highly effective personnel will be recruited, developed, and retained.

OBJECTIVE 6: The state's students will demonstrate exemplary performance in comparison to national and international standards.

OBJECTIVE 7: School campuses will maintain a safe and disciplined environment conducive to student learning.

OBJECTIVE 8: Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.

OBJECTIVE 9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

District Area and Population

**The district size is approximate 187 square miles encompassing 10,465 residents.
All totals are based on Fall 2018 PEIMS (Public Education Information Management System)**

Campus Report

Student Population

1 High School
1044 students

Student Ethnicity (Percentages represent ethnicity of the diverse NHS student body)

Hispanic	White	Asian	African American	American Indian	Two or more Races
43.3%	51.7%	0.5%	3.3%	0.2%	1.1%

Faculty & Staff (Based on full time equivalents)

Teachers	73.4	Professional Support	5.6
Campus Administrative	5	Counselors	2
Educational Aides	12	Librarians	1

Total Personnel by Ethnicity

White	89.6%	Hispanic	8.6%
African American	1.9%	Other	0.0%

Teachers by Highest Degree Held

Doctorate	1.2%	Masters	13.4%
Bachelors	85.4%	No Degree	0.0%

Number of Teachers by Years of Experience

Over 20 Years Experience	22.4	11-20 Years Experience	25.4
6-10 Years Experience	13.4	1 – 5 Years Experience	11.2
Beginning Teachers	1		

Teacher Salary Range

Beginning Average Salary \$53,740
Over 20 Years Teacher Average Salary \$65,233

Student / Teacher Ratio

14.3 to 1

Campus Demographics

	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Total Students	835	861	923	1010	1044
African American	3.5%	3.5%	4.0%	3.1%	3.3%
Hispanic	41.2%	38.1%	41.1%	43.7%	43.3%
White	53.2%	55.7%	52.4%	51.3%	51.7%
Two or more Races	1.1%	1.6%	1.5%	1.1%	1.1%
Economically Disadvantaged	32.9%	29.6%	32.6%	30.4%	32.2%
Limited English Proficient	4.0%	3.0%	2.3%	2.0%	2.5%
At-Risk	44.2%	34.8%	45%	39.9%	43.8%

As the table indicates, the Needville High School enrollment has increased over the past five years. Additionally, the table shows a slightly changing number of Hispanic students at the campus and a slight decrease in the White population. The number of “At Risk” has fluctuated over the past five years. Continued efforts at reaching the Economically Disadvantaged population as well as those students who are considered At-Risk will be made.

2018 Domain Report for Needville ISD is shown below:

90	84	100	93
Domain 1	Domain 2	Domain 3	Overall Scaled Score
Student Achievement	Student Progress and Relative Performance	Closing the Gaps	Letter Grade = A
(Target Score = 60 for met standard)	(Target Score = 60 for met Standard)	(Target Score = 60 for met standard)	(Target Score = 60 for met standard)

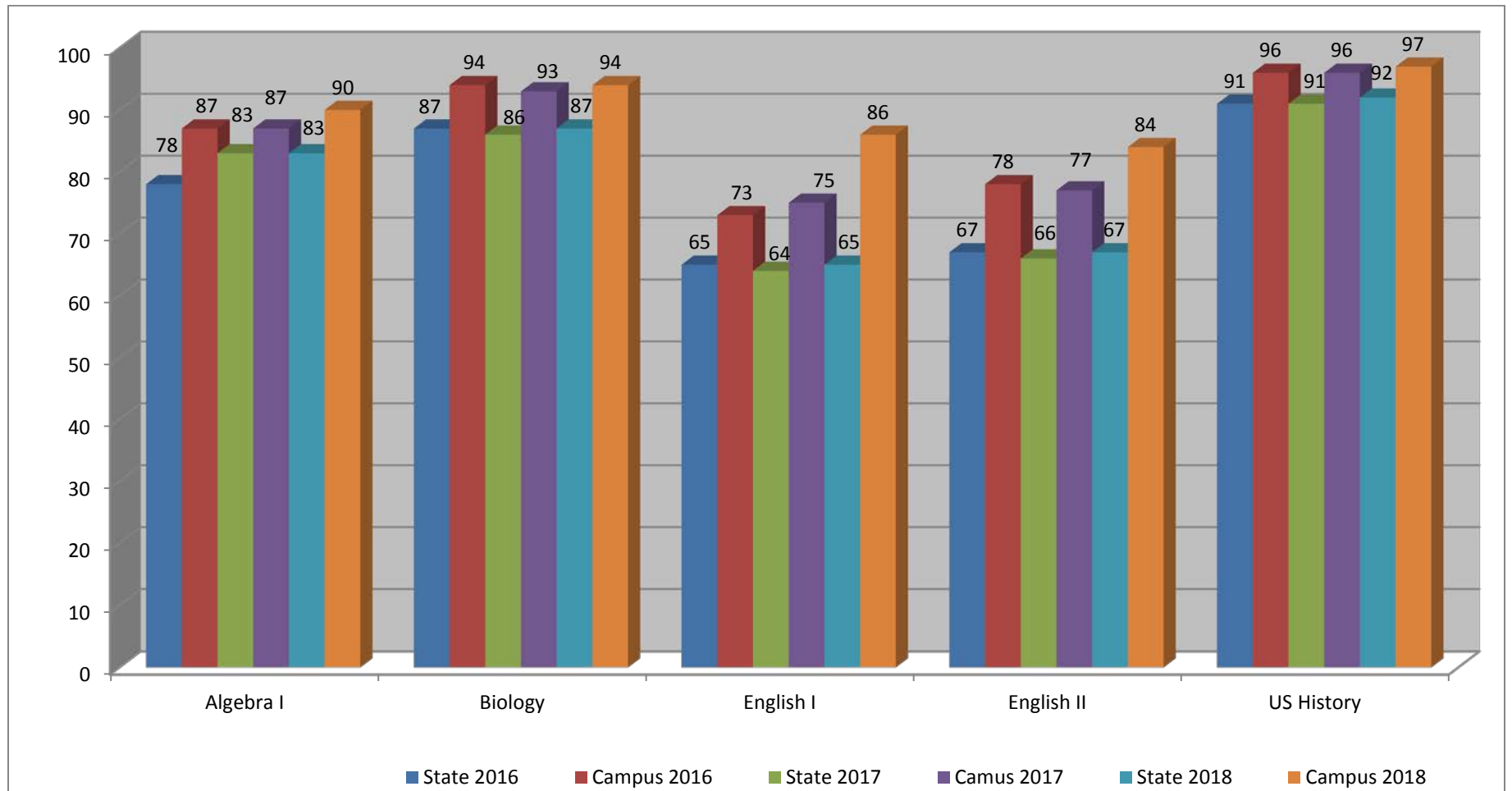
Campus Accomplishments – Student Performance

STAAR End-of-Course (EOC) Assessments

EOC Assessment	Number of Students Tested	% Passed at Approaches Grade Level		% Passed at Meets Grade Level		% Passed Masters Grade Level	
		State	NHS	State	NHS	State	NHS
English I	270	65%	86%	44%	61%	7%	8%
English II	285	67%	84%	48%	62%	8%	10%
Algebra I	261	83%	90%	55%	57%	32%	28%
Biology	239	87%	94%	59%	63%	24%	17%
U.S. History	242	92%	97%	70%	79%	40%	43%

Needville High School students showed strong performance at the approaches and meets grade level standard compared to the state average scores. Algebra I and Biology were the only two areas below state averages.

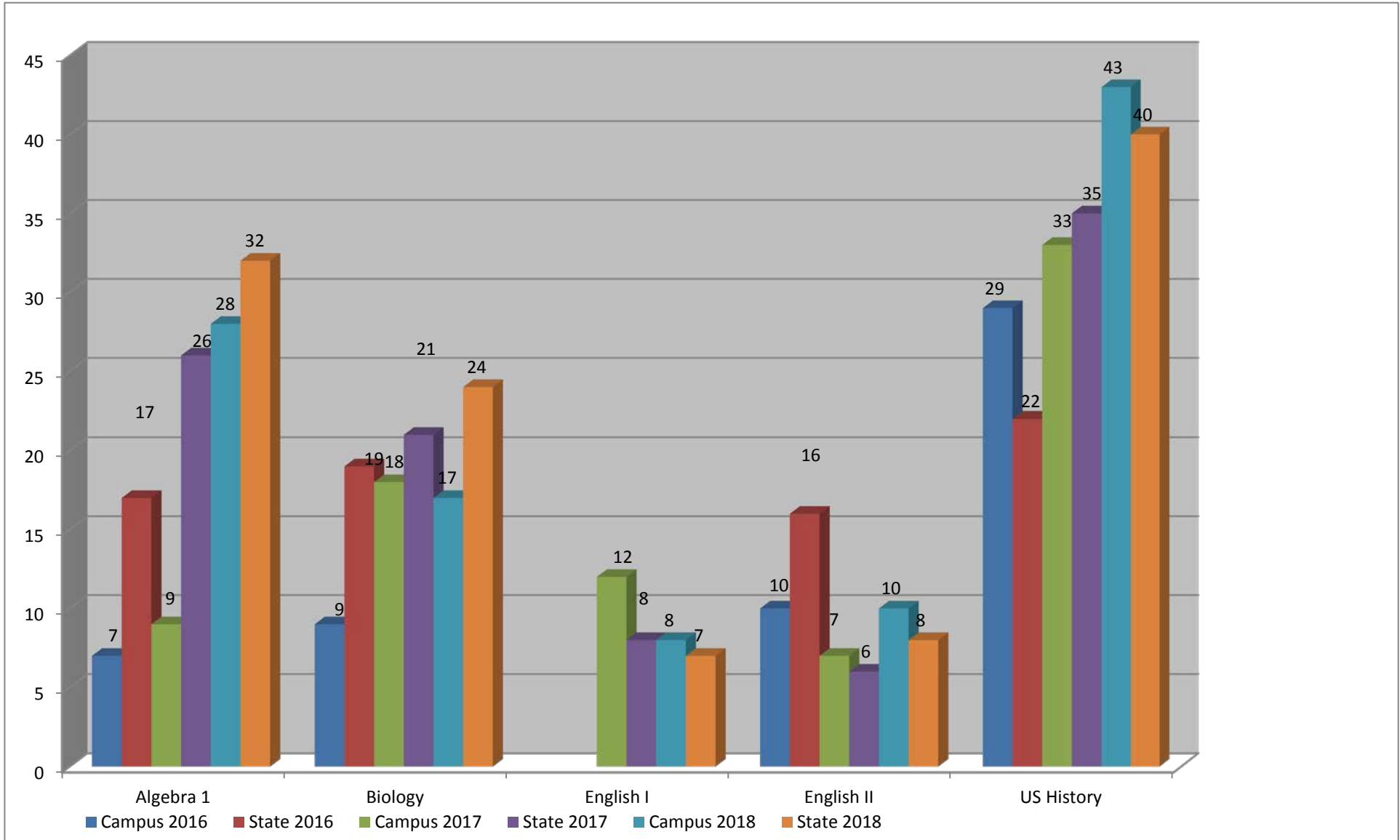
Campus Accomplishments – Student Performance STAAR Approaches Grade Level or Above



2016-2017
Needville outperformed the state average in all areas tested.

Campus Accomplishments – Student Performance

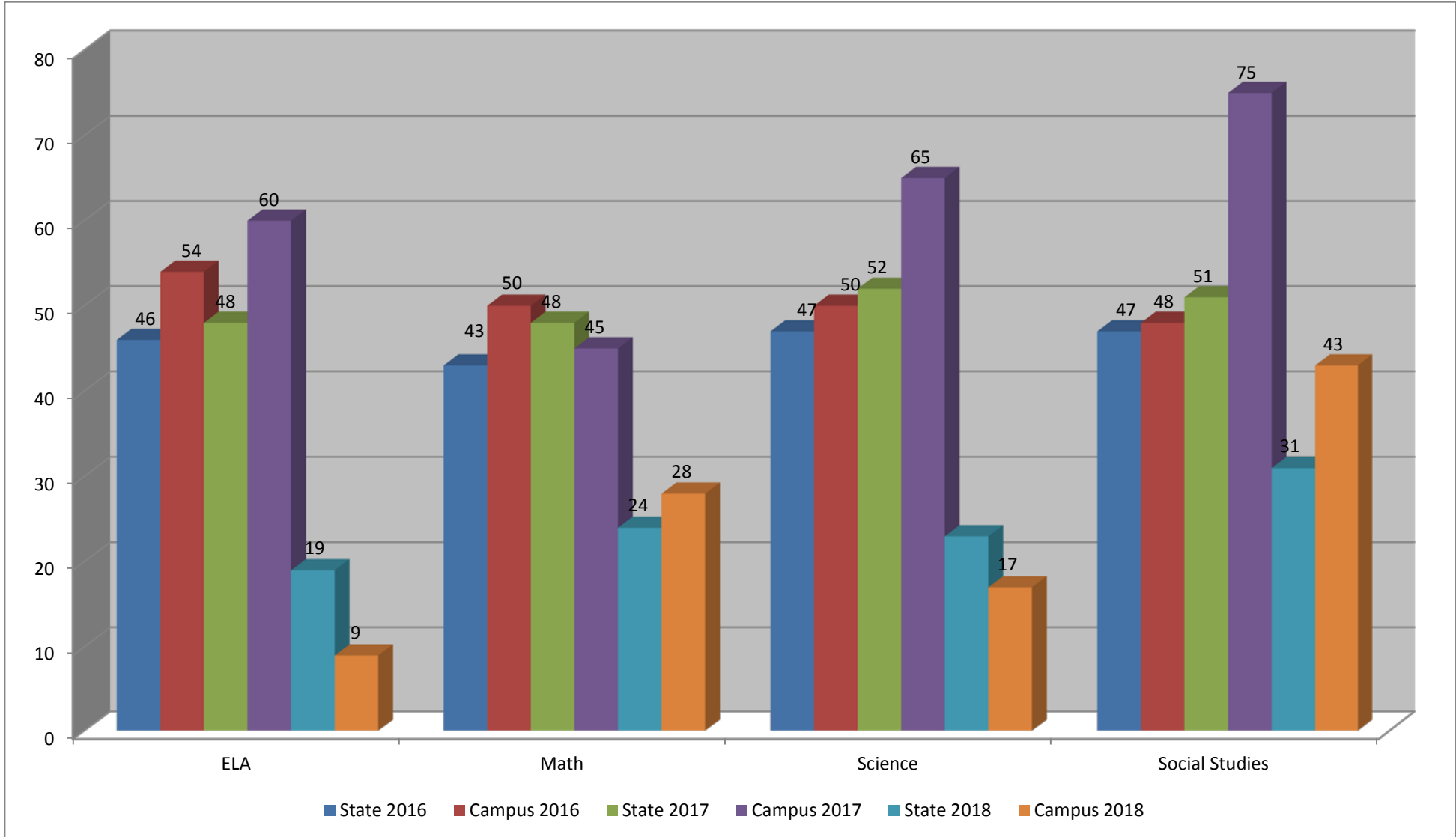
STAAR Percent at Masters Grade Level All Grades



Campus Accomplishments – Student Performance

(adapted from Texas Academic Performance Report)

STAAR Percent at Meets Grade Level – All Grades



Needs Assessment

The following charts indicate which grade levels, subjects, and student groups need to be targeted by the District. Shown below are State Accountability Groups for Grades tested.

2018 STAAR Percent Approaches Grade Level or Above

English Language Arts

Grade Level	All Students	African American	Hispanic	White	Special Ed.	Eco. Disadvantaged	ELL
ELA I	86	73	82	91	52	80	73
ELA II	84	69	77	95	50	77	62

Mathematics

Grade Level	All Students	African American	Hispanic	White	Special Ed.	Eco. Disadvantaged	ELL
Algebra I	90	*	88	93	*	84	87

Science

Grade Level	All Students	African American	Hispanic	White	Special Ed.	Eco. Disadvantaged	ELL
Biology	94	80	89	99	72	91	82

Social Studies

Grade Level	All Students	African American	Hispanic	White	Special Ed.	Eco. Disadvantaged	ELL
US History	97	92	95	99	68	93	90

Needs Assessment

The following charts indicate which grade levels, subjects, and student groups need to be targeted by the Campus. Shown below are **State Accountability Groups**.

2018 STAAR Percent Approaches Grade Level or Above

Student Group	All Tests	ELA	Algebra I	Biology	US History
Campus	90	85	90	94	97
African American	74	*	*	*	*
Hispanic	85	79	88	89	95
White	95	93	93	99	99
Special Education	61	*	*	*	*
Eco. Disadvantaged	84	79	84	91	93
ELL	76	*	87	*	*

All accountability groups meet or exceeds previous year's data points.

STAAR At-Risk GAP

English Language Arts STAAR 2018 Approaches Grade Level						
	Not at Risk		At Risk		GAP	
Grade	Campus	State	Campus	State	Campus	State
English 1	96	90	73	41	39	49
English 2	99	93	66	45	44	48

Algebra 1 STAAR 2018 Met Standard						
	Not at Risk		At Risk		GAP	
Grade	Campus	State	Campus	State	Campus	State
Algebra 1	98	96	90	73	8	23

Science STAAR 2018 Met Standard						
	Not at Risk		At Risk		GAP	
Grade	Campus	State	Campus	State	Campus	State
Biology	100	98	88	77	12	22

Social Studies STAAR 2018 Met Standard						
	Not at Risk		At Risk		GAP	
Grade	Campus	State	Campus	State	Campus	State
US History	100	99	95	85	5	14

**TELPAS (Texas English Language Proficiency Assessment System)
Composite Rating (All Students) Spring 2018**

Grade	Number of Students Rated	Percent At Beginning	Percent At Intermediate	Percent At Advanced	Percent At Advanced High	Average Composite Score
9	12	16	8	43	33	2.3
10	8	13	13	63	13	2.7
11	2	0	0	50	50	3.5
12	4	0	100	0	0	2.5

Campus Accomplishments – Student Performance

(adopted Texas Academic Performance Report 2017-18)

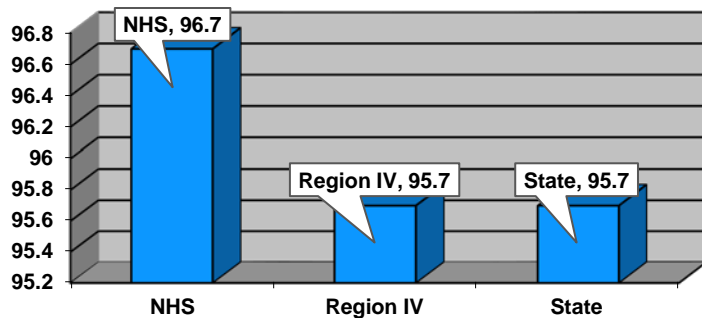
MAJOR FINDINGS

Attendance and Dropout Rates in NISD are better than either the Region or State.

Attendance 2016-2017

Note: This TAPR indicator is one year behind the TAPR report year.

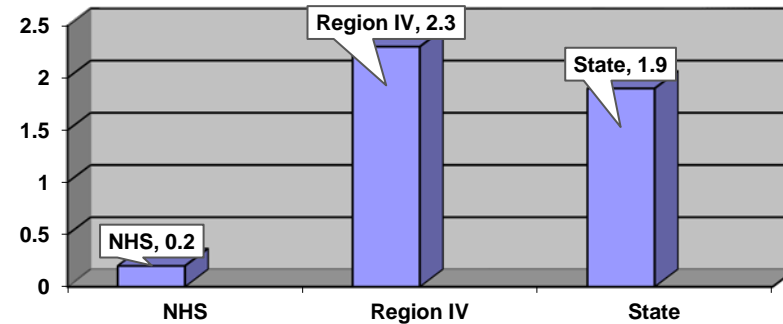
This percent of student attendance was calculated for the entire year (2016-17) for grades 1-12. For acknowledgement on 2016-17 Attendance Rates, a school district must reach at least 96.0%.



Annual Dropout Rate 2016-2017

Note: This TAPR indicator is one year behind the TAPR report year.

The dropout rate is the number of dropouts summed across grades 9, 10, 11 and 12 divided by the number of students summed across grades 9, 10, 11 and 12, for 2016-17.



NISD continues to progress.

Student performance continues to be a significant priority to the District. The State of Texas Assessment of Academic Readiness (STAAR) is a completely comprehensive testing program. The STAAR

- includes the Texas Essential Knowledge and Skills (TEKS)
- tests students grades 3-8
- at high school grade, end-of-course (EOC) assessments: Algebra I, Biology, English I, English II, and U.S. history.

Campus Accomplishments – Student Performance

(adopted from Texas Academic Performance Report 2017-18)

Campus Attendance Rates for Students

	2013-14		2014-15		2015-16		2016-17		2017-18	
	Enrollment	Attendance	Enrollment	Attendance	Enrollment	Attendance	Enrollment	Attendance	Enrollment	Attendance
Needville High School	800	96.6	851	96.7	923	96.7	989	96.7	1044	96.7

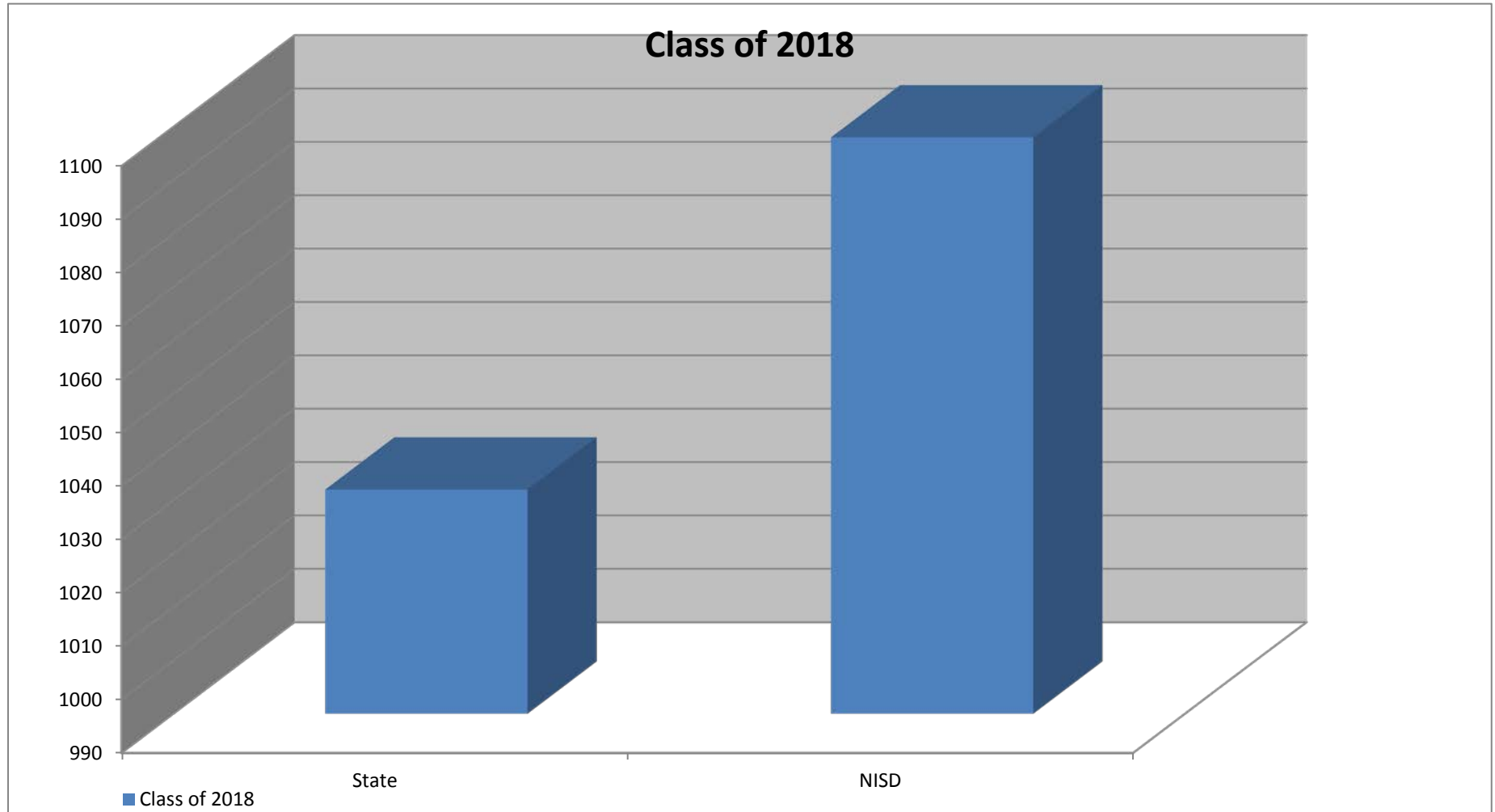
Completion Rate / Student Rate 4 year longitudinal rate (grades 9-12)

The current year completion rate (Class of 2017) looks at the group of students who were enrolled as ninth graders in the 2013-2014 school year and follows through to their expected graduation as the class of 2017.

Completion Rate	NISD	Region	State
<i>Class of 2017</i>			
% Graduated (4 years)	98.6	88.7	89.7
% Received TxCHSE	0.0	0.5	0.4
% Continued High School	0.9	4.2	4.0
% Dropped out (4 years)	0.5	6.7	5.9
% Graduated and TxCHSE	98.6	89.2	90.1
% Grads, TxCHSE, Cont.	99.5	93.3	94.1

NISD graduation rate exceeds the State average. All student groups beat the Region/State percentages

District Performance Mean SAT Score



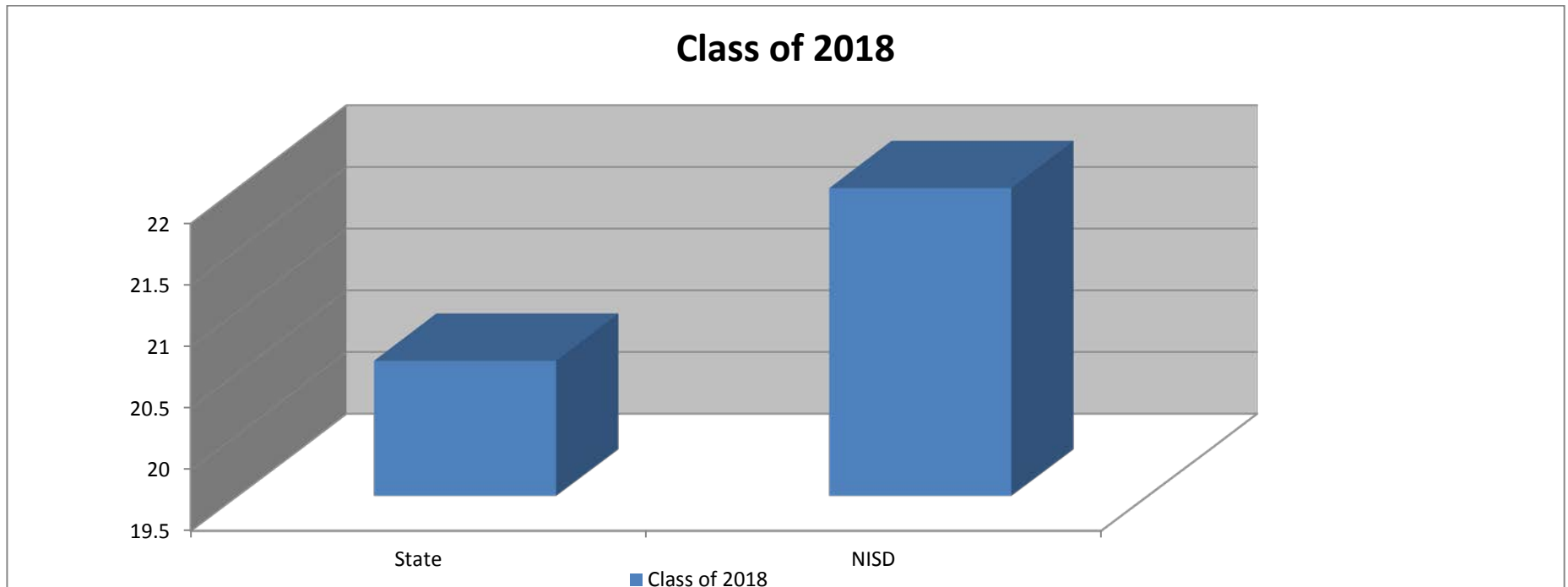
In the senior class of 2018, 116 of the 249 seniors took the SAT test. Students scored higher than their peers from the state.

District Accomplishments – Student Performance

College Admissions Test: American College Test (ACT)

The Enhanced ACT of the American College Testing Program includes four curriculum-based tests that measure students' educational development in English, Mathematics, Reading, and Science reasoning. The scores for each test range from 1 to 36. Averages for all tests combined and comparisons are reported below.

District Performance 2018 Mean ACT Score (Maximum Score 36)



In the senior class of 2018, 67 of the 249 seniors took the ACT test.
NISD students scored higher than their peers from the state.

**Student Performance – College Admissions Tests
2017-2018
SAT Scores**

SAT Scores

	State	District				
	2018	2018	2017	2016	2015	2014
English Language Arts	520	564	549	491	494	486
Mathematics	512	534	527	506	512	502
All Subjects	1032	1098	1075	1472	1484	1460
<i># students who took test</i>	NA	116	98	62	76	77

ACT Scores

	State	District				
	2018	2018	2017	2016	2015	2014
English	19.6	20.2	20.9	20.3	21.5	20.5
Math	21.2	20.5	21.3	21.4	21.4	22.0
Reading	23.6	21.3	22.2	22.6	22.4	22.1
Science	22.0	20.7	22.1	22.0	22.2	21.7
Composite	22.0	20.8	21.7	21.7	22.0	21.6
<i># students who took test</i>	N/A	67	56	61	59	57

Student Disciplinary Incidents by Disciplinary Action Reason

Disciplinary Action Reason	13-14	14-15	15-16	16-17	17-18
04 – Possess controlled substance	0	6	3	0	2
05 - Possess alcoholic beverage	0	1	2	0	2
07 – Public lewdness or indecent exposure	0	2	0	0	0
20 – Violation of CofC while in AEP	0	0	0	0	0
21 – Violation of Code of Conduct	180	343	133	187	197
33- Cigarette or tobacco product	1	0	8	1	2
35 - False Alarm False Report	NA	NA	0	0	0
41 – Fighting/Mutual Combat	2	2	2	1	0
42 – Truancy – Parent Contrib.	0	0	0	0	0
43 – Truancy – Stud w/ at least 3 unex ab	0	0	0	0	0
44 – Truancy – Stud w/ 10 unex ab	0	0	0	0	0
50 – Used, exhibited, or possessed a non illegal knife	0	0	0	0	0
TOTALS	183	354	148	189	203

Goal 1: Needville High School will demonstrate and sustain growth in student achievement.

Objective 1: Highly qualified staff; All students will be taught by effective teachers who are assisted by Effective paraprofessionals according to ESSA

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<ol style="list-style-type: none"> 1. Conduct recruitment activities to ensure highly qualified personnel in all positions. Job fairs, postings in multiple sites/ organizations and maintain active website 2. Establish an effective teacher mentoring system in order to retain highly qualified staff 3. Analyze HR data to ensure that all meet effective qualified status ESSA (14.03) 4. Attest that all professional educators are effective qualified through its annual attestation. 5. Increase the number of ESL certified teachers by ten annually 6. Require all new core academic teachers to obtain the supplemental ESL certification 	<p>Assistant Superintendent Human Resources Campus Principals</p>	<p>August-May</p>	<p>Local ESSA Texas Education Agency Region IV ESC Bilingual Allotment University Job Fairs</p>	<p>Number of positions posted Number of applications Mentor assignments Mentor conference logs Mentor journals Personnel Files Teacher interviews Teacher Report SBEC Certification Records Database of certifications, transcripts, etc. Campus Attestations Professional Development records Number Hired Transcripts</p>

Goal 1: Needville High School will demonstrate and sustain growth in student achievement.

Objective 2: Ensure all Needville High School special programs are in compliance with program effectiveness indicators and ensure compliance and program effectiveness by providing staff development to all Needville High School staff.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<ol style="list-style-type: none"> 1. Provide training to all teachers on ARD decision-making for state assessments 2. Increase the use of DMAC and other software to engage staff in collaborative improvement discussions that ensure levels of student learning and Response to Intervention decisions based on data results. 3. Provide group and individual training on state assessment information booklets 4. Increase understanding of legalities and TEA mandates associated with special education 5. Promote student performance for those students in special programs <ul style="list-style-type: none"> • Career & Technology • Dyslexia • At-Risk population • Bilingual & ESL • Expanded Courses 	<p>Special Education Coordinator Campus Principals</p> <p>Campus Principals Department Heads</p> <p>Campus Principals Counselors</p> <p>Special Education Coordinator Campus Principals</p> <p>Campus Principals Department Heads Campus Committees</p>	<p>August-May</p>	<p>Special Education Staff Texas Education Agency Assistant Superintendent</p>	<p>Needs Assessment Program Evaluation Self-Assessment TEKS Resource Department Planning Sign-in Sheets State Assessment Campus Records Lesson Plans Progress Reports Report Cards Course Enrollment TAPR</p>

Goal 1: Needville High School will demonstrate and sustain growth in student achievement

Objective 2: Ensure all Needville High School special programs are in compliance with program effectiveness indicators and ensure compliance and program effectiveness by providing staff development to all Needville High School staff.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>6. Utilize scientifically-based research and evaluate new curriculum instructional methods for use in gifted program, ESL and Students with Disabilities programs</p> <p>7. Ensure that students who are limited English proficient (LEP) attain English proficiency and develop high levels of academic attainment in English and other subject areas</p> <p>8. Continue to monitor and reduce self-contained placements at all grade levels</p> <p>9. Provide grade level standards-based instruction in multi-grade self-contained classrooms</p> <p>10. Provide researched based instructional practices and materials for students with disabilities</p> <p>11. Provide Special Education classrooms with appropriate assistive technologies designed to provide increased access to general curriculum</p>	<p>Special Education Coordinator Asst. Superintendent Campus Principals Certified ESL Teachers Certified GT Teachers Parent Liaison Coordinator of Technology</p>	<p>August-June</p>	<p>Special Education ESL State GT TLC</p>	<p>State Assessment TELPAS IEP Records ARDS Lesson Plans Curriculum Observations Completion Rate</p>

Goal 1: Needville High School will demonstrate and sustain growth in student achievement.

Objective 3: State Assessments, TELPAS, TPRI, and achievement scores for all students and special populations will improve yearly with a goal of 90% passing in each demographic group, content area, and overall.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<ol style="list-style-type: none"> 1. Provide tutoring as needed with staff or volunteers before, during, after, and summer school 2. Continue Response to Intervention (RTI) to identify, serve, and monitor student needs 3. Continue to monitor programs and evaluate federal programs of G/T, SCE/Dyslexia, CTE, and ESL to close the gap among the groups 4. Use TEKS Resource Unit assessments, TEKS Resource performance indicators and other formative and summative assessment tools and the data in DMAC to check learning by student expectation to determine learning and teaching gaps in order to modify and supplement instruction to improve learning. 5. Continue Math programs to work with teachers in their classrooms as well as at-risk math students 	<p>Assistant Superintendent District Assessment Coordinator Counselors Campus Principals Coaches Teachers</p>	<p>August-June</p>	<p>SCE Local Campus Texas Education Agency Region IV ESC TEKS Resource</p>	<p>Report Cards Benchmark Tests TAPR PBMAS PEIMS Reports Program Evaluations Feedback from Teachers and Students</p>

Goal 1: Needville High School will demonstrate and sustain growth in student achievement.

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Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>6. Provide to students in need of assistance-data-driven interventions during the school day with teachers, paras, tutorials, credit recovery classes, SSI summer school in order for students to make gains and work toward mastery of grade level TEKS.</p> <p>7. Continue Math programs to work with teachers in their classrooms as well as at-risk math students</p> <p>8. Provide to students in need of assistance-data-driven interventions during the school day with teachers, paras, tutorials, credit recovery classes, SSI summer school in order for students to make gains and work toward mastery of grade level TEKS.</p> <p>9. RTI Teams to assist with at-risk students and programs</p> <p>10. Continue science programs to work with at-risk students and all science teachers</p> <p>11. Address the delivery of social studies curriculum to ensure rigor</p> <p>12. Monitor the implementation of ELPS and SIOP strategies into the scripted curriculum</p> <p>13. Implement tutoring resources</p> <p>14. Writing will be encouraged across the content areas with teachers giving short activities involving writing as journal activities, bell ringers or exit ticket activity</p>	<p>Campus Principals Math Teachers Reading Teachers RTI Teams Specialists Classroom Specialist</p>	<p>August-June</p>	<p>Local Region IV</p>	<p>Grades and Report Cards State Assessments TAPR Content Academy Certificates Observation at ELPS Strategies in lesson plans TEA PEIMS Report Summer School Schedule System Safeguards Power Walks</p>

Goal 1: Needville High School will demonstrate and sustain growth in student achievement.

Objective 4: Through the teaching of the TEKS, all students accountability groups, grades 9-11, will achieve levels of achievement to be determined (by TEA) on the State of Texas Assessments of Academic Readiness (STAAR) and meet federal accountability requirements.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<ol style="list-style-type: none"> 1. Maximize the teaching of appropriate TEKS by all staff members utilizing time on task and collaboration of vertical and grade level teams 2. Analyze and disaggregate STAAR/EOC data by subgroups and programs with the use of DMAC 3. Administer Benchmarks to track student growth and performance in EOC core areas 4. Provide staff development on State assessment 5. Identify and teach common words that are used on STAAR questions (such as infer, evaluate, prioritize, etc.) using flash cards, word walls, etc. 6. Continue principal observations and walk-throughs to ensure time on task 7. Use concrete manipulatives, games, and labs to teach science and math concepts 8. Implement strategies focusing on writing for all subjects in core subject areas 9. Provide curriculum alignment workshops with coordinated planning across grades and subjects 10. Monitor use of Thinking Maps and building academic vocabulary instruction in all core areas 	<p>Principals Teachers Asst. Supt. Administration</p>	<p>August-June</p> <p>May-September</p> <p>Fall/Winter</p> <p>August-June</p> <p>August-June</p> <p>August-June</p> <p>August-June</p>	<p>Local SCE Region IV ESC ESSA Texas Education Agency Thinking Maps DMAC Texas Academic Performance Report Implementation of Fundamental 5</p>	<p>State Assessments Teacher Feedback Lesson Plans PBMAS Principal Walk-throughs Report Cards STAAR TPRI Accountability Reports Journal Writing Six Weeks Test Diagnostic Test Summative Exams Texas Academic Performance Report System Safeguards</p>

Goal 1: Needville High School will demonstrate and sustain growth in student achievement.

Objective 4: Through the teaching of the TEKS, all students accountability groups, grades 9-11, will achieve levels of achievement to be determined (by TEA) on the State of Texas Assessments of Academic Readiness (STAAR) and meet federal accountability requirements.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>11. Increase the use of DMAC data analysis software to engage teachers and administrators in collaborative improvement discussions that ensure high levels of student learning based on data results.</p> <p>12. Students are provided with reduced class sizes (where appropriate) to increase academic achievement</p> <p>13. Increase Masters Level : Advanced performance on STAAR test for all subjects</p>	Principal Teachers	September, January, and April August - July	Local SCE Region IV ESC ESSA Texas Education Agency Thinking Maps DMAC Texas Academic Performance Report	State Assessments Benchmark Results Teacher Feedback Lesson Plans PBMAS Principal Walk-throughs Report Cards STAAR TPRI Accountability Reports Journal Writing Six Weeks Test Diagnostic Test Summative Exams Texas Academic Performance Report System Safeguards

Goal 1: Needville High School will demonstrate and sustain growth in student achievement.

Objective 5: Meet or exceed the annual student attendance rate threshold of 97.0% each year.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<ol style="list-style-type: none"> 1. Award students and teachers for their attendance 2. Contact parents when students are at risk of violating the 90% attendance rule 3. Monitor attendance, by campus, each six weeks and report to School Board. 4. Use truancy court to hold students and /or parents accountable 	Teachers Principals CARC Membership Superintendent Assistant Superintendent Campus PEIMS Clerk District PEIMS Coordinator	August-June Daily as Needed Sept.-June	CARC Committee PTA Community/Corporate Sponsors Awards PEIMS Clerk PEIMS Coordinator Justice of the Peace Needville ISD Police Officer ADA CARC Handbook TxEIS Texas Academic Performance Report	Increased Completion Rate Attendance Reports TAPR PEIMS Reports Parent Contact Log Letter to Parents Retention of CARC Students Attendance data received at the end of each six weeks PEIMS Snapshot data

Goal 1: Needville High School will demonstrate and sustain growth in student achievement.

Objective 6: Maintain exemplary drop-out rate which is less than or equal to 1% in all student groups.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<ol style="list-style-type: none"> 1. Monitor at-risk students for attendance and completion of school work for student success 2. Serve students at-risk of dropping out of school (14.09) <ul style="list-style-type: none"> • Extended Day • Dropout Prevention Program • Credit Recovery Program • Failure Rate • Graduation Rate • Summer School • Edgenuity 3. Provide adequate academic, teaching and learning, career and personal counseling services to junior high and high school students and parents 4. Engage students in co- and extra-curricular activities 5. High School Counselors will Meet with the parent and student during 9th grade year to review the PGP and provide the TEA Graduation Toolkit. 	<p>Campus Administrators Teachers Counselors Sponsors Coaches</p>	<p>August-July</p>	<p>Counselors Teachers Edgenuity Credit Recovery Program PALS Mentor Program Discipline Records Attendance Records Grade Reports High School Allotment Local SCE Naviance</p>	<p>PEIMS Attain 0% Dropout Rate State Assessment Scores TAPR Six Weeks Monitoring Semester Tracking PEIMS Attendance Reports Discipline Reports TAPR Reports Number of Graduates Number of Retentions Grade Reports Parents Night Sign-in Sheets College Night Sign-up Career Fair Participation Increased Participation Dropout Rate Decreases Meeting documentation</p>

Goal 1: Needville High School will demonstrate and sustain growth in student achievement.

Objective 6: Maintain exemplary drop-out rate which is less than or equal to 1% in all student groups.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>6. High school students not passing portions of state assessment exam will be assigned to specific classes.</p> <p>7. Develop personal graduation plans for students in grades 9-12 to create rich planning, monitoring, and intervention strategies.</p> <p>8. Implement training on HB 5 to create awareness of existing pathways to the world of work.</p> <p>9. Implement a comprehensive school based college enrollment process for all students including the completion of college application, FAFSA, school-wide SAT day, and a college essay through English classes.</p>	<p>Counselors District Assessment Coordinator Assistant Superintendent Campus Principals CTE Teachers Teachers</p>	<p>August-July</p>	<p>Local Senate Bill 1108, Section 7 Texas Education Agency Region IV ESC SCE CTE Region IV Texas Education Agency</p>	<p>Results of the state assessment tests TAPR Course Selections Agendas Sign-in sheets Personal graduation plan Naviance</p>

Goal 1: Needville High School will demonstrate and sustain growth in student achievement.

Objective 8: All students will graduate from high school on time, college and career ready.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<ol style="list-style-type: none"> 1. Continue to facilitate “Generation Texas” week to support a variety of college and career readiness initiatives. 2. Expand the accessibility to technology for all students to enhance computer literacy skills for the 21st century and reflected in college and career readiness standards. 3. Assist the secondary schools to provide students appropriate career and technical education programs for all including special population students. Continue to investigate and add to CTE offerings. 4. Develop personal graduation plans for students in grades 9-12 to create rich planning, monitoring and intervention strategies that include credit recovery options. 5. Provide pre AP/AP and Dual Credit Classes to promote college readiness 6. Utilize Naviance with grades 9-12 for college and career awareness and exploration to better align student interests and plans with high school graduation plans. 7. Encourage and support students to take ACT/SAT/AP or other college entrance examinations. 8. Provide information to parents and students on FAFSA and scholarships 	<p>Assistant Superintendent District Technology Team Counselors Principals CTE Teachers</p>	<p>August – July</p>	<p>Instructional materials allotment \$29,427.07 Local funds Region IV ESC Texas Education Agency Naviance Counselor CTE Funds CTE Curriculum</p>	<p>State Assessments PBMAS PEIMS Graduation Report Personal Graduation Plans End of Year Report Cards Course Catalog College Applications Student Schedules Pre-AP and AP Class Rosters Number of Students Passing Certification Test per Program Scholarships Received System Safeguards</p>

Goal 2: Needville High School will improve home/community involvement within the district.

Objective 1: Needville High School will increase staff, community, and parent communication and participation to meet the needs of students, parents, and staff in an open, honest, and timely manner.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>1. Involve Parents in the education of their children (14.06)</p> <ul style="list-style-type: none"> • Parent/Teacher Conferences • Parent Volunteers • Parent Education (G/T, Bilingual, Special Ed.) • Open House • Scholarship Programs • Parent Portal • Career Days • Family Nights • College Readiness sessions • Awards Day • District/School Websites • Newsletters • PTA • Meet the Teacher • Public School Week <p>2. Review and expand the school district's presence, identity, initiatives, and accomplishments throughout the community through a variety of media, including the school district's website, newspaper, brochures, other</p> <p>3. Communication by newsletters, flyers, emails, phone calls, web pages, social media and report card messages will be encouraged</p> <p>4. Encourage parental, community, and business involvement to participate on the DAC, CIP, SHAC and other advisory groups</p>	<p>District Administration Campus Principals Teachers Coordinator of Technology Principals Webmaster</p>	<p>August-June</p>	<p>Title I Local Newsletters Website Local Newspaper Texas Education Agency SBDM Committees Needville High School Legal/Local policy Technology Allotment Local</p>	<p>Surveys Sign-in sheets Agendas Positive Press Community Support</p>

Goal 2: Needville High School will improve home/community involvement within the district.

Objective 1: Needville High School will increase staff, community, and parent communication and participation to meet the needs of students, parents, and staff in an open, honest, and timely manner.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>5. Communicate policy and procedures to parents and staff via the handbook and web site</p> <p>6. Utilize parents, senior citizens, business, and community members as speakers, mentors, specialists, and volunteers</p> <p>7. Showcase student products and programs in the community through displays and presentations</p> <p>8. Parent Portal to be accessible to parents</p> <p>9. Translate more school documents and parent information sheets into Spanish</p> <p>10. Inform parents and students of scholarships, grants, financial aid, etc. through the counseling departments</p> <p>12. Needville High School will establish collaborative relationships with all stakeholders and will exchange “real world” information to better prepare students for the work force, i.e. Achieve Texas</p>	<p>Campus Administrators Human Resource Director Teachers Superintendent Campus Principals Staff Technology Director Counselors Teachers</p>	<p>August-June</p>	<p>Local Community and Parent Volunteers Staff Technology Budget Staff Principals CTE Campus Activities</p>	<p>Feedback Website Visitors Parent-Teacher Conference Forms Feedback Membership Sign in Sheets District Surveys Campus Surveys Parent-Teacher Conferences</p>

Goal 3: Needville High School will provide opportunities to enhance instruction through more effective staff development.

Objective 1: Organize to successfully support a high-performance system.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<ol style="list-style-type: none"> 1. A PBMAS report will be provided from each campus with a staging goal of zero for each indicator measured 2. Campuses will complete a comprehensive needs assessment on all Texas Academic Performance Report criteria to support district and campus goals 3. Needville High School will score 100% on each category of the “system safeguards” 4. Contract with trainers and consultants to provide ongoing professional development directly related to district goals and district needs and to target deficiencies found in system safeguards, PBMAS, or other assessment processes. 	<p>Special Education Director Spec Ed Core Team Asst. Superintendent ESL Core Team CTE Director Campus Principals</p>	<p>When TEA releases</p>	<p>Special Education Local Region IV ESC Texas Education Agency DMAC</p>	<p>PBMAS Campus Plans Program Evaluation Texas Academic Performance Standards State Assessment results System Safeguard Report</p>

Goal 3: Needville High School will provide opportunities to enhance instruction through more effective staff development.

Objective 2: Needville High School will improve the skills, knowledge, and abilities of employees so that all employees have a better understanding of what the district is striving to accomplish, have current knowledge of new technologies and best practices, and are able to find meaningful ways to better contribute to student success.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<ol style="list-style-type: none"> 1. Needville High School will provide quality staff development in all program areas required by TEA and in identified areas of need with appropriate emphasis on new technologies, leadership (at all levels) and accomplishment of Needville High School goals 2. Provide opportunities for faculty and staff to attend professional development and training relevant to their content area and/or instruction 3. Building Leadership Capacity 4. Provide staff development opportunities to improve instruction in language arts, mathematics, science, social studies and technology instruction to support student achievement 	<p>Superintendent Assistant Superintendent Campus Principals Human Resources</p>	<p>August-July</p>	<p>Local funds DMAC Data Region IV TEA TCEA Conference Outside providers Computer Labs</p>	<p>Staff Development Records Sign-In Sheets Individual Program Evaluations T-TESS Summatives PEIMS discipline report PBMAS Certificates of attendance Test Scores</p>

Goal 3: Needville High School will provide opportunities to enhance instruction through more effective staff development.

Objective 2: Needville High School will improve the skills, knowledge, and abilities of employees so that all employees have a better understanding of what the district is striving to accomplish, have current knowledge of new technologies and best practices, and are able to find meaningful ways to better contribute to student success.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
5. Provide professional development to impact student performance <ul style="list-style-type: none"> • Career & Tech • Dyslexia • Violence Prevention • Differentiated Instruction • Gifted/Talented • Technology • Drop Out 	Superintendent Assistant Superintendent Campus Principals Human Resources	August-July	Local funds DMAC Data Region IV TEA TCEA Conference Outside providers Computer Labs	Staff Development Records Sign-In Sheets Individual Program Evaluations T-TESS Summatives PEIMS discipline report PBMAS Certificates of attendance Test Scores

Goal 4: Needville High School will provide a safe school environment conducive to student achievement.

Objective 1: Needville High School will implement more uniform and consistent procedures, classroom management plans, and discipline plan to produce a safe environment conducive to learning.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<ol style="list-style-type: none"> 1. Educate and assist principals regarding the creation of a multi-hazard plan that addresses all four phases of the crisis emergency management cycle. Conduct training, drills, and audits to ensure coordination with all aspects of the emergency operation plan (EOP) 2. District policies will be reviewed/renewed annually to support enforcement of student discipline procedures 3. Needville ISD will continue to develop and emphasize students taking responsibility and being accountable for their actions; and continue instruction in character education for all students 4. Faculty will know discipline levels and enforce rules consistently 5. Establish and have available classroom rules, conduct charts and student code of conduct for students and parents 6. Increase teacher, student and parent awareness of issues regarding sexual abuse of children as required by HB 1041 7. HS students will be taught P.A.P.A. curriculum related to parenting responsibility of teen fathers 	<p>Assistant Superintendent Campus Principals District Police Superintendent Counselor Teachers/Staff Health Teachers and PE Teachers</p>	<p>August-July August - May Each Semester</p>	<p>Local Website</p>	<p>District Crisis Emergency Plan Campus Plans Safety Drills Incidents Office Referrals PEIMS Reports Lesson Plans TTESS Staff Evaluations Signed receipt: Student Code of Conduct and Student Handbooks Certificate in permanent folder Attendance at trainings</p>

Goal 4: Needville ISD will provide a safe school environment conducive to student achievement.

Objective 1: Needville ISD will implement more uniform and consistent procedures, classroom management plan, and discipline plan to produce a safe environment conducive to learning.

Activity	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>8. Maintain a safe environment by monitoring locked closets, doors, floodlights, transportation vehicles, pest control, maintenance, cleaning services, buses, etc., and providing only one unlocked entrance to each campus to the public</p> <p>9. Campus drills(fire/tornado/lock down) are completed monthly to prepare students and staff for emergencies</p> <p>10. Continue Safe and Drug Free Schools Program to include counseling, character education, drug dog usage, Red Ribbon activities, and bullying</p> <p>11. Continue to utilize and support a school district police officer for maintaining safe and orderly campuses</p> <p>12. Teachers and administrators will receive compliance trainings and resources for teen dating as required by HB 121, Blood borne Pathogens, Child Abuse, Sexual Harassment, Bullying Prevention, Suicide Prevention, Diabetes Overview, Anaphylaxis and severe allergic reactions</p> <p>13. Drug dogs, random drug screenings and other preventive techniques will be used to identify and address incidents of drug use among students</p>	<p>Maintenance Director Transportation Director Cleaning Services Campus Principals Asst. Principals Counselors Superintendent Nurse Police Officer</p>	<p>August -May</p>	<p>Local Region IV ESC Needville Volunteer Fire Department NISD Police Officer PALS Mentor Programs</p>	<p>Campus Agendas Documentation Feedback Following Practice Drills Documented Log for Drills Surveys Reduced Incidents 425 Discipline Reports Sign-in sheets Evaluation</p>

Goal 4: Needville High School will provide a safe school environment conducive to student achievement.

Objective 2: Needville High School will implement programs in health and wellness for students, faculty, and staff including nutrition and physical education.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<ol style="list-style-type: none"> 1. Needville High School will maintain an active role in the NID School Health Advisory Committee to support coordinated health programming 2. Continue quality health services and screenings for students 3. State mandated Fitness Gram will be administered to physical education students in grades 4. Abstinence will be presented to students as the preferred choice related to human sexuality among young, unmarried students 	<p>Campus Principals Counselors Teachers Campus Nurses Health and PE teachers</p>	<p>August-May</p>	<p>Local Community Health Charts Fitness Gram Results Local Scott and White's <i>"Living Well Aware"</i> Curriculum Aim For Success</p>	<p>Sign in Sheets Minutes from Meetings Meet and exceed state guidelines for SHAC council Monthly Absence From Duty Reports Attendance Awards Local Budget Campus Master Schedule Lesson Plans 90% of all students will meet state guidelines on fitness gram Walkthroughs Feedback Decrease in number of student pregnancies</p>

Program	Purpose	Entitlement
State Compensatory Education	Enhance and improve the regular education program to increase the academic achievement and to reduce the dropout rate of identified students in at-risk situations. Supplements Local Funds	\$ 104,655
Bilingual	Address the needs of students whose home language is one other than English.	\$25,173
Special Education	Address the needs of students identified with disabling conditions.	\$584,951
Gifted and Talented	To identify and provide services for students identified as gifted/talented.	\$8,750
Career & Technology (Perkins)	Develop more fully the academic and occupational skills of all segments of the student populations, ultimately assisting to make the U.S. more competitive.	\$26,539
Career and Technology Allotment	To enable schools to provide quality teachers to provide occupational skills of all segments of the student populations to gain experience and knowledge in fields of work that will certify students and make them marketable.	\$2,576,162
Title I, Part A	To enable schools to provide opportunities for children served to acquire the knowledge and skills contained in the state content standards and to meet the state student performance standards developed for all children.	\$501
Title II, Part A	To increase student achievement through improving teacher and principal quality and increasing the number of highly qualified teacher, principals and assistant principal in schools.	\$0
Title III	To help insure that limited English proficient children and immigrant children attain English language proficiency and meet the same standards that all children are expected to meet.	\$0
Title IV	A grant known as Student Support and Academic Enrichment Grant to provide students with a well-rounded education, to support safe and healthy students, and to support the effective use of technology.	\$1,523
High School Allotment	The purpose is to improve high school graduation and college readiness rates.	\$283,390
Instructional Materials Allotment	The purpose is to purchase instructional materials and technology equipment to deliver TEKS.	\$118,658