

Liberty-Eylau High School

Campus Improvement Plan

2019/2020



Kendrick Smith
2905 Leopard Drive Texarkana
903-832-1530
kendrick.smith@leisd.net

Mission and Vision

Vision

Liberty-Eylau High School's vision is to be a world-class school focused on high academic achievement in a safe environment where students reach maximum potential.

Mission

Liberty-Eylau High School will provide an instructional environment where all students will develop essential academic, career, and social skills for a lifetime of learning. Our students will become responsible, contributing, and highly productive citizens in a diverse and changing world.

Belief Statement

We believe EVERY student can graduate and be college and/or career ready.

We believe that parent and community involvement is essential in the education of our students.

We believe that recruiting, retaining, and empowering great employees is the key to providing a world class education.

We believe that character education and a strong work ethic enables EVERY student to learn.

We believe a safe and secure environment provides our faculty, staff, and students the peace of mind necessary for the pursuit of excellence.

Nondiscrimination Notice

Liberty-Eylau 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.

Liberty-Eylau High School Site Base

Name	Position
Alexander, Terry	Campus Non-Teaching Professional
Allen, Richard	Teacher
Armstrong, Joanna	Teacher
Bright, Emily	Business Representative
Davis, Rosiland	Parent
Dozier, Ronda	Community Representative
Ford, Aaron	Business Representative
Haugh, Bradley	Business Representative
Howard, Fallon	Teacher
Knight, Howard	Community Representative
Levingston, Dr. Ceretha	District Non-Teaching Professional
Smith, Kendrick	Principal
Stewart, Matt	Parent
Washington, Tendra	Parent

State Compensatory Education

Liberty-Eylau High School

This District has written policies and procedures to identify the following:

- Students who are at risk of dropping out of school under state criteria
- Students who are at risk of dropping out of school under local criteria
- How students are entered into the SCE program
- How students are exited from the SCE program
- The cost of the regular education program in relation to budget allocations per student and/or instructional staff per student ratio

Total SCE funds allotted: \$172,136.00

Total FTEs funded through SCE at this Campus: 4.25

Total SCE funds allotted for salaries: \$115,136.00

The process we use to identify students at risk is: Counselors review testing data, discipline files and grade files to identify the risk factors from the previous school year and current school year by grade level. The counselors then enter the data into Skyward, copy documentation, and file in the student cumulative files.

The process we use to exit students from the SCE program who no longer qualify is: Counselors review previous year and current year testing data, discipline, and grade files, and compare it to the at-risk list. Using the criteria given by the state, students who reach criteria to exit are removed, and counselors document the data entry in our computer system.

Goal 1 Curriculum and Instruction

District Goal 1: Liberty-Eylau ISD will provide a well balanced and appropriate curriculum to all students. We believe that student success is measured in many ways. Student learning will be measured and reported in a variety of ways, including traditional state required tests, oral and written processes and products, including career and tech projects. Academic planning and guidance services will be aligned with House Bill 5 requirements.

Comprehensive Needs Assessment Narrative:

LEHS had an overall passing rate of 75% for all first time EOC administrations. A large increase was seen in English I & English II (English I 48% the previous year to 64% current year. English II 59% the previous year 65% the current year). LEHS' goal is to increase test scores in all subject areas by 3%.

An additional area of focus is the passing rate at level III for Biology and U.S. History. Test scores indicate a need to heighten the level of rigor and instruction to strive for more students achieving level III standards. LEHS plans to increase test scores in Biology and U.S. History by 3%.

Goal 2 College and Career

District Goal 2: Liberty-Eylau ISD will afford every student the opportunity to be college and/or career ready through programs that prepare them for higher education, career/technical school, military service, or direct entry into the workforce upon graduation. We believe that a well-rounded education encourages the development of problem solving skills, a positive attitude, self-confidence, adaptability, team building, and a strong work ethic.

Comprehensive Needs Assessment Narrative:

Our graduation rate continues to exceed state recorded rate and our drop-out rate is lower than the state rate. LEHS' goal is to maintain a high graduation/low drop-out rate.

There are many leadership opportunities for students at LEHS. The campus is committed to ensuring that leadership opportunities are extended to all students. The goal of LEHS for the coming year is to recruit a more diverse group of students to participate in leadership opportunities who will have a positive impact on the campus culture.

LEHS continues to excel in the number of college & military recruiters that visit our campus. However, there is a need in the area of post-secondary test preparation. LEHS has committed to administer the ACT to all 11th grade students. LEHS is also looking into the possibility of offering the ASVAB to all 11th grade students.

LEHS has an extensive CTE program. The implementation of HB5 ensures all students will graduate with an endorsement of their interest. There are concerns that the number of students receiving CTE licensures and certifications has decreased. By increasing the number of students enrolled in CTE courses, there will be an increase in the number of students eligible for licenses and certifications provided through CTE courses. Dual credit welding and Culinary courses were added in 2019-20, which will increase interest in CTE programs.

Goal 3 Campus and Community

District Goal 3: Liberty-Eylau ISD will demonstrate exceptional parent, community, and public relations. The needs of all stakeholders will be considered and addressed. Our parents and community will be full partners in the education of LEISD students.

Comprehensive Needs Assessment Narrative:

LEHS continues to demonstrate exceptional community relations. We host the Community Senior Luncheon annually. We participate in various community events including, but not limited to: Laces of Grace, Susan G Komen Race for the Cure, Community Night Out, Taste of LE, College Night(in conjunction with TISD), Fall Festival, Special Olympics, Black History luncheon, Veterans Day Luncheon, and Ark-La-Tex Bike Challenge.

Parent participation continues to be an increasing campus need. In addition, teacher and parent communication is another area of improvement. The opportunity for parents to participate is available with Freshman Orientation, Senior Information Meetings, open house, and parent information workshops. Typically, parent participation at the secondary level is lower than the elementary.

Teachers are not consistently reaching out to parents, which could be one of the reasons for lack of participation. Positive contact with parents should take place more often. Many times, parents discover grading and discipline problems through the counselor or principal. Online communication with parents is plentiful, including various forms of social media and Skyward Family Access. The district will make available to the LEA, parents, and the public, in an understandable and uniform format and, to the extent practicable, provided in a language that the parents can understand. It is a goal of LEHS to improve communication between parents and teachers in all areas that concern students.

Goal 4 Professional Development

District Goal 4: Liberty-Eylau ISD will recruit and retain the highest quality staff to utilize proven and effective techniques to drive student success. Our staff will receive continuous training in the latest instructional strategies and be accountable for student achievement. LEISD will provide the support and encouragement necessary to make this the District of Choice for our employees.

Comprehensive Needs Assessment Narrative:

The greatest need faced by LEHS is retaining and cultivating highly effective staff. LEHS had to replace 5 staff members for the 19-20 school year. Over half of the positions were in the critical need areas of math and foreign language. This high turn-over rate has a negative impact on test scores. LEISD will provide stipends in the high-needs areas of secondary mathematics, for the purpose of recruiting and retaining those high-need instructional staff.

The availability of technology has improved at LEHS. However, the campus is still in need of additional devices (i.e., laptops, Chromebooks, etc.) to be used in the instructional setting.

Goal 5 Safe School Climate

District Goal 5: Liberty-Eylau ISD will maintain a safe, disciplined environment conducive to student learning. We will establish an atmosphere of respect for each other. Faculty and staff will work together with students to assure the implementation of the most effective and accurate instructional and behavioral practices.

Comprehensive Needs Assessment Narrative:

LEHS will strive to maintain a safe and well monitored environment by continued use of Positive Behavior Interventions and Supports. We will continue to use an updated discipline grid which will result in consistency between campus behavior coordinators. This grid will be available for staff, parents, and students to see which will result in greater transparency.

The campus utilizes the Positive Proof visitor check-in system to ensure the safety of students and staff members. LEHS Administrators also will make sure they are fully utilizing drills to ensure that teachers and students are well-prepared to respond to an emergency.

The Positive-Proof Visitor Management System, helps with the security and safety of our students by alerting office personnel to person who should not have access to the campus or students. This system is also used to verify identity before checking a student out of school.

Overall discipline referrals has steadily decreased. Our goal is to decrease our overall discipline referrals by 3%.

Liberty-Eylau High School

- Goal 1.** District Goal 1: Liberty-Eylau ISD will provide a well-balanced and appropriate curriculum to all students. We believe that student success is measured in many ways. Student learning will be measured and reported in a variety of ways, including traditional state required tests, oral and written processes and products, including career and tech projects. Academic planning and guidance services will be aligned with House Bill 5 requirements.
- Objective 1.** Liberty-Eylau ISD will address all Texas Essential Knowledge and Skills through a balanced, aligned curriculum appropriate to student needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A comprehensive needs assessment will be conducted by the Campus Site-Based Committee (which includes parents, business representatives, community members, and school staff) to identify educational strengths and weaknesses in student performance, school culture and climate, staff quality curriculum and instruction, family and community engagement, school context and organization, and technology. (Target Group: All (Target Group: All)	Campus Leadership Team, Stakeholders, Teacher(s)	yearly	(S)Local Funds	Summative - Summative - Comprehensive Needs Assessment Summary
2. Plato Courseware and other Edmentum Courseware programs will be utilized by At-Risk and other subpopulations, ie: African American, ECD, ELL and SPED students, for credit recovery, remediation and summer school. Supplies will be provided as needed including but not limited to calculators, notebooks, pens, pencils, markers, etc. (Target Group: AtRisk,9th,10th,11th,12th)	Academic Advisor, Counselor(s), Curriculum Coordinators, Teacher(s)	August - June	(S)State Compensatory - \$20,625.10	Summative - Course Completion / Grade Advancement Increase EOC score
3. Differentiated instruction will be utilized to address various learning styles increase the amount and quality of learning time to strengthen the academic program. In class support will be provided. (Target Group: All)	Assistant Principal(s), Curriculum Director, Director of Special Pops, Principal, Teacher(s)	August - June	(S)Local Funds	Summative - Lesson plan examinations, classroom walkthroughs, formal observations
4. Instruction will be given to students utilizing horizontally and vertically aligned curriculum and supplemental materials. (Target Group: All)	Academic Advisor, Assistant Principal(s), Counselor(s), Curriculum Coordinators, Curriculum Director, Department Heads, Director of Special Pops, Principal, Teacher(s)	August - June	(O)DMAC, (O)TEKS Resource System, (S)Local Funds	Summative - Benchmark assessments, USA TestPrep, DMAC Reports, walkthroughs
5. Focus on the use of classroom technology, computer labs, and other technologies to integrate technology applications into all	Assistant Principal(s), Coordinator of Instructional Technology, Director of	August - June	(S)Local Funds	Summative - Technology integrating into all subject areas.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
content areas to enrich and accelerated curriculum, strengthen the academic program in the school, and increase the amount and quality of learning time. (Target Group: All)	Technology, Teacher(s)			
6. Continue to implement Agile Mind. This program will target Freshman At-Risk and other subpopulation students who were not successful on the 8th grade math STAAR assessment. The course will bridge the gaps between the 8th grade math and Algebra I course. (Target Group: AtRisk,9th)	Academic Advisor, Assistant Principal(s), Counselor(s), Principal, Teacher(s)	August-June	(S)State Compensatory - \$19,602	Summative - Increase in Algebra I EOC scores District Benchmarks
7. Train and include all Special Education teachers in all aspects of the curricula, data disaggregation, accountability, and planning.	Assistant Principal(s), Assistant Superintendent of Instruction, Curriculum Director, Department Heads, Director of Special Pops, Special Ed Teachers, Teacher(s)	August - June	(F)IDEA Special Education, (S)Local Funds	Summative - Summative - EOC and STAAR assessment data
8. Technology "Chromebooks" will be utilized in tutorials during EOC remediation. Technology and technology accessories will be provided so enabling students to collaborate with other students on assignments and get immediate and detailed feedback from their instructor in order to improve academic performance. (Target Group: AtRisk,9th,10th,11th,12th) (Strategic Priorities: 4) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	August - June	(S)State Compensatory - \$37,283.82	Summative- STAAR results, Formative- Unit assessments
9. Students who may be at risk: such as ECD, students major ethnic groups, students with disabilities and English Learners, for not meeting the challenging State Academic Standards, will be identified as early as possible and targeted, specific interventions will be served through the use of remediation instruction within the school day and during	Assistant Principal(s), Principal, Teacher(s)	August-June	(S)State Compensatory - \$234.39	State Assessment Results DMAC data Tutorial Attendance

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
after-school tutorials to provide more in-depth, quality learning time. Teachers will incorporate instructional methods to address the learning needs, providing supplies when needed, of student groups not achieving their full potential. (Target Group: AtRisk,504) (Strategic Priorities: 4) (CSFs: 1)				

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Objective 2. Student success will be measured in a variety of ways, including standardized assessments, oral and written processes and products, and career and tech projects.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. To address the Accountability low performance area of Academic Growth, the campus will utilize the following: Conduct subject area planning meetings each week using data to plan and increase academic growth. Oncourse lesson planner will be used to monitor alignment of the curriculum, both vertically and horizontally, with TEKS resource. Daily walkthroughs with timely feedback to classroom instructor. Train and include all Special Education teachers in all aspects of the curricula, data disaggregation, accountability and planning. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1)	Academic Advisor, Assistant Principal(s), Counselor(s), CTE Director, Curriculum Coordinators, Curriculum Director, Department Heads, Executive Director of Special Programs, Principal, Special Ed Teachers, Teachers	August 2017-May 2018	(F)IDEA Special Education, (O)Online Lesson Planner, (S)Local Funds	Summative - State assessments IEP Progress Reports Data driven instruction progress reports and unit assessments.
2. To address the Accountability low performance of the subpopulations: all students, African American, White, ECD, SPED, Continuously and non-continuously enrolled, in the area of Closing the Gap, the campus will conduct walk throughs. Conduct department data meetings every Wednesday after school using data to track, plan and close subpopulation gaps. Oncourse systems is being used for all lesson plans. Unit assessments data will be reviewed. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,2)	Academic Advisor, Assistant Principal(s), Counselor(s), CTE Director, Curriculum Coordinators, Curriculum Director, Department Heads, Executive Director of Special Programs, Principal, Special Ed Teachers, Teachers	Aug - June	(F)IDEA Special Education, (O)Online Lesson Planner, (S)Local Funds	Summative - State assessments, IEP Progress Reports, Data driven instruction, progress reports, and unit assessments
3. Data analysis will be used to make informed instructional decisions. (Title I SW: 8) (Target Group: All)	Academic Advisor, Assistant Principal(s), Counselor(s), Curriculum & Assessment Administrator, Department Heads, Principal, Teacher(s)	August-June	(O)DMAC, (O)TEKS Resource System, (S)Local Funds, (S)TEKS Resource System Assessments, (S)Test Prep USA	Summative - TEKS Resource Assessments, Benchmark Assessments and EOC results
4. Students who were unsuccessful on STAAR (8th grade and special needs population students) and any EOC assessments into remediation courses. Students will be provided needed materials and Chromebooks to	Academic Advisor, Counselor(s), Curriculum Coordinators, Department Heads, Diagnosticians, Director of Special Pops,	August - May	(O)DMAC, (S)Local Funds, (S)State Compensatory - \$10,344	Summative - Course enrollment, tutorial sign-in sheets, IEPs, IEP Progress Reports

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- Objective 2.** Student success will be measured in a variety of ways, including standardized assessments, oral and written processes and products, and career and tech projects.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
enhance and maximize student learning including, but not limited to, graphing calculators and remediation materials. (Target Group: 9th,10th,11th)	District/Campus Intervention Team, Teacher(s)			
5. Provide after school tutorials and transportation for any student needing academic assistance as well as needed supplies, materials, and technology tools, such as Chromebooks. (Target Group: All)	Assistant Principal(s), Food Service Director, Principal, Teacher(s), Transportation Coordinator	August - June	(S)Local Funds, (S)State Compensatory - \$9,268	Summative - 6 weeks grades. sign in sheets.
6. Provide Summer School and transportation for any student needing academic assistance as well as needed supplies, materials, and technology tools such as Chromebooks.	Assistant Principal(s), Counselor(s), Principal, Teachers, Transportation Coordinator	June	(S)Local Funds, (S)State Compensatory - \$8,220	Summative - Number of credits earned by students enrolled in summer school.
7. At-risk programs designed to supplement the regular education program to reduce the dropout rate and increase the achievement of students identified as being at-risk will be created, revised, implemented, monitored and evaluated on campus by campus/student achievement team. Teacher will provide targeted instruction to meet the needs of our at-risk population. Paraprofessionals will provide one-on-one assistance for struggling students in the classroom. Materials and other supplies will be provided as needed for at-risk programs. (Target Group: AtRisk) (Strategic Priorities: 4)	Assistant Principal(s), Assistant Superintendent of Instruction, Campus Leadership Team, Curriculum Director, Interventionist, Principal	every three weeks	(O)Instructional Resources, (O)Progress Reports, (O)Report Cards, (O)Skyward Discipline, (S)Local Funds, (S)State Compensatory	Summative - Student at-risk list, DMAC and progress monitoring data, review meeting documentation (agendas, minutes and plans, report cards, state and local assessments, PEIMS data

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- Objective 3.** Academic planning and guidance services will be provided to students in accordance to HB5 requirements.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Host meetings with middle school students and incoming freshmen and their parents to inform them of all the programs available at the high school. (Target Group: 8th,9th)	Academic Advisor, Assistant Principal(s), Counselor(s), CTE Director, Department Heads, Principal	August, April-May	(L)Xello, (S)Local Funds	Summative - Sign in sheets from meetings
2. Inform students in a timely manner about the availability of preparation and administration of the TSI at Texarkana College to test sophomores, juniors, and seniors. (Target Group: 10th,11th,12th)	Academic Advisor, Counselor(s)	April - May	(S)Local Funds	Summative - Number of students taking the TSI
3. Consider student assessment data, grade reports and teacher input to identify students currently enrolled in regular classes who would benefit from more advanced level courses. (Target Group: All)	Academic Advisor, Assistant Principal(s), Counselor(s), Department Heads, Teacher(s)	August - May	(S)Local Funds	Summative - Enrollment in dual credit and college prep courses.
4. Ensure all current 9th grade students have a four-year plan that includes appropriate endorsements. (Target Group: All)	Academic Advisor, Counselor(s), CTE Director	August-June	(L)Xello, (S)Local Funds	Summative - All students will have appropriate 4 year plans with endorsements satisfying HB5 requirements.

Liberty-Eylau High School

- Goal 2.** District Goal 2: Liberty-Eylau ISD will afford every student the opportunity to be college and/or career ready through programs that prepare them for higher education, career/technical school, military service, or direct entry into the workforce upon graduation. We believe that a well-rounded education encourages the development of problem solving skills, a positive attitude, self-confidence, adaptability, team building, and a strong work ethic.
- Objective 1.** Liberty-Eylau High School will provide program opportunities to every student to prepare them for their chosen path after graduation, including higher education at college or career/technical school, military service or direct entry into the workforce.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Allow opportunities to meet with military recruiters and to take the ASVAB. (Target Group: All)	Academic Advisor, Counselor(s)	August - May	(S)Local Funds	Summative - Number of students taking ASVAB and signing up for military service.
2. Ensure all students complete the Xello Assessment each year. (Target Group: All)	Academic Advisor, Assistant Principal(s), Counselor(s), CTE Director, Principal, Teacher(s), Transition Coordinator	August - May	(S)Career/Technical Education, (S)Local Funds	Summative - Four year plans
3. All juniors may take the ACT.	Academic Advisor, Counselor(s), Curriculum & Assessment Administrator, Principal	October - February	(S)Local Funds	Summative - Summative - Participation Rate

Liberty-Eylau High School

- Goal 2.** District Goal 2: Liberty-Eylau ISD will afford every student the opportunity to be college and/or career ready through programs that prepare them for higher education, career/technical school, military service, or direct entry into the workforce upon graduation. We believe that a well-rounded education encourages the development of problem solving skills, a positive attitude, self-confidence, adaptability, team building, and a strong work ethic.
- Objective 2.** The education provided by Liberty-Eylau High School will encourage development of skills necessary for success in all aspects of life, including problem-solving, adaptability, team-building, self-confidence, positive attitude, and a strong work ethic.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Encourage student participation in extracurricular activities including, but not limited to, Band, Leadership, Student Council, Spanish Club, CTSOs, National Honor Society, Sports, Drill Team, Cheerleading, UIL Academics. (Target Group: All)	Academic Advisor, Assistant Principal(s), Counselor(s), CTE Director, Principal, Teacher(s)	August - June	(L)Activity Funds, (S)Local Funds	Summative - Students enrolled in extracurricular activities. Student community service logs
2. Continue implementation of PBIS (Positive Behavior Interventions and Supports) System. (Target Group: All)	Academic Advisor, Assistant Principal(s), PBIS Campus Team, Principal, Restraint Trainer, Support Staff, Teacher(s)	August - June	(L)Activity Funds, (O)Handle With Care Program, (O)Leopard Loot, (O)Progress Reports, (O)Report Cards, (O)Rewards, (O)Skyward Discipline, (S)Local Funds	Summative - Student referrals, ISS and DAEP Placements, attendance rate, progress reports, and reports cards
3. Provide courses in ACT/SAT and college preparation. Provide information regarding the availability of accommodations and modifications for special needs and 504 students taking the ACT/SAT Assessments. (Target Group: All)	Academic Advisor, Assistant Principal(s), Counselor(s), CTE Director, Director of Special Pops, District/Campus Intervention Team, Principal, Teacher(s)	August - June	(S)Local Funds	Summative - ACT/SAT scores and college enrollment IEP
4. Ensure students are aware of post-secondary options and various careers for their area of interest.	Academic Advisor, Counselor(s), CTE Director	August - June	(S)Local Funds	Summative - Summative - Enrollment in post-secondary training, Xello

Liberty-Eylau High School

Goal 3. District Goal 3: Liberty-Eylau ISD will demonstrate exceptional parent, community, and public relations. The needs of all stakeholders will be considered and addressed. Our parents and community will be full partners in the education of LEISD students.

Objective 1. Liberty-Eylau High school will demonstrate exceptional parental, community and public relations, considering and addressing the needs of all stakeholders.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide Parent Workshops including, but not limited to: Freshman Orientation, College Admission/Financial Aid, Dual Credit, Club Sign-Up Night, PTA Meetings, HB5 Parent Information, Site-Based Meetings. (Target Group: All)	Academic Advisor, Assistant Principal(s), Counselor(s), CTE Director, Principal, Teacher(s), Transition Coordinator	August - June	(L)Activity Funds, (S)Local Funds	Summative - Sign-In Sheets
2. LEHS will provide information utilizing Skyward Family Access, district and campus calling systems, campus webpage, teacher webpages, Facebook, Instagram and Twitter. (Target Group: All)	Academic Advisor, Assistant Principal(s), Counselor(s), Director of Communications, Principal, Teacher(s), Technology Integration Specialist	August - June	(S)Local Funds	Summative - View counts of online resources.
3. Direct parent contact via email, letter, phone call and parent conferences. (Title I SW: 6) (Target Group: All)	Academic Advisor, Assistant Principal(s), Counselor(s), Department Heads, Principal, Teacher(s)	August - June	(S)Local Funds	Summative - Parent Log Contacts.

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Goal 3. District Goal 3: Liberty-Eylau ISD will demonstrate exceptional parent, community, and public relations. The needs of all stakeholders will be considered and addressed. Our parents and community will be full partners in the education of LEISD students.

Objective 2. Parents and community will be full partners in the education of students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Participation in community-sponsored events such as, but not limited to: Laces of Grace, city parades, grand openings, community performances, Four States Fair, Special Olympics, Race for the Cure, and Ark-La-Tex Bike Challenge. (Target Group: All)	Assistant Principal(s), Director of Communications, Principal, Special Ed Teachers, SPED Director, Support Staff, Teacher(s)	August - June	(F)IDEA Special Education, (S)Local Funds	Summative - Sign in sheets
2. Conduct parent surveys to encourage input and/or suggestions for campus improvement.	Assistant Superintendent of Instruction, Curriculum Director, Director of Human Resources	Semi-annual	(S)Local Funds	Summative - Survey data
3. Provide incentives for faculty and staff to participate in campus and district events which promote community engagement. (Target Group: All)	Assistant Principal(s), Coordinator of State and Federal Programs, Principal, PTA, Teacher(s)	August - October	(S)Local Funds	Summative - Faculty and staff PTA membership

Liberty-Eylau High School

Goal 4. District Goal 4: Liberty-Eylau ISD will recruit and retain the highest quality staff to utilize proven and effective techniques to drive student success. Our staff will receive continuous training in the latest instructional strategies and be accountable for student achievement. LEISD will provide the support and encouragement necessary to make this the District of Choice for our employees.

Objective 1. Liberty-Eylau ISD will recruit and retain a high-quality staff by providing the support and encouragement necessary to make this the district of choice for our employees.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Conduct six-week appreciation activities to recognize teachers and staff. (Target Group: All)	Assistant Principal(s), Principal	September - June	(L)Activity Funds, (S)Local Funds	Summative - Teacher and staff attendance
2. Recruit and retain highly qualified teachers by participating in job fairs. (Target Group: All)	CTE Director, Director of Human Resources, Principal	February - April	(S)Local Funds	Summative - Teacher retention rate
3. Provide stipends for high-need teaching areas: science, math, and Spanish. (Target Group: All)	Director of Human Resources, Director of State & Federal Programs, Principal	August - June	(F)Title IIA Principal and Teacher Improvement, (S)Local Funds	Summative - Teacher retention rates
4. Teachers at the DAEP campus will be provided supplies needed to support and maintain a safe learning/working environment. (Target Group: AtRisk,504) (Strategic Priorities: 1)	Principal	Aug - June	(S)Local Funds, (S)State Compensatory	Summative - Teacher needs survey

Liberty-Eylau High School

Goal 4. District Goal 4: Liberty-Eylau ISD will recruit and retain the highest quality staff to utilize proven and effective techniques to drive student success. Our staff will receive continuous training in the latest instructional strategies and be accountable for student achievement. LEISD will provide the support and encouragement necessary to make this the District of Choice for our employees.

Objective 2. The staff of Liberty-Eylau ISD will participate in continuous training in the latest instructional strategies to support student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increase administrative staff knowledge with regard to all aspects of school business: students, organization, teacher retention, relationship-building, parent engagement, discipline and behavior management, special education, and student academic achievement, through professional development opportunities such as TASSP Summer Conference, and PBIS. (Target Group: All)	Assistant Principal(s), Assistant Superintendent of Instruction, Coordinator of State and Federal Programs, CTE Director, Curriculum Director, Director of Special Pops, Principal, SPED Director	August- July	(F)Title IIA Principal and Teacher Improvement, (S)Career/Technical Education, (S)Local Funds	Summative - Professional development records
2. Improve staff communication through monthly department head meetings and regular staff meetings. (Target Group: All)	Assistant Principal(s), Department Heads, Principal	August - June	(S)Local Funds	Summative - Meeting sign-in sheets.
3. Provide staff development with required appropriate trainings and materials including but not limited to, the following: accommodations, DMAC, TEKS Resource, PLATO Courseware, Google, and state mandated trainings, as well as contracted services, workshops, trainings, and conferences provided through Region VIII. The staff will use methods and instructional strategies that strengthen the academic program, increase the amount and quality of learning time, provide an enriched and accelerated curriculum. (Target Group: All)	Assistant Principal(s), Assistant Superintendent of Instruction, Coordinator of Instructional Technology, CTE Director, Curriculum Coordinators, Curriculum Director, Department Heads, Director of Human Resources, Principal	August -June	(F)IDEA Special Education, (F)Title IIA Principal and Teacher Improvement, (F)Title IV, (L)Region VIII, (O)DMAC, (O)Lead4Ward, (O)Online Training, (O)TEKS Resource System, (S)Local Funds, (S)State Compensatory, (S)TEKS Resource System Assessments	Summative - Local and state assessment data Eduhero Training Certificates
4. Determine professional development plans for selected and targeted faculty and staff members based on self-improvement recommendations and student data. Provide high quality staff development that support critical thinking, strengthen the academic program, increase the amount and quality of learning time, provides enriched and	Assistant Principal(s), CTE Director, Curriculum Coordinators, Curriculum Director, Principal	August - July	(F)Title IIA Principal and Teacher Improvement, (F)Title IV, (S)Career/Technical Education, (S)Local Funds	Summative - PD plans and attendance certificates from selected faculty.

Liberty-Eylau High School

- Goal 4.** District Goal 4: Liberty-Eylau ISD will recruit and retain the highest quality staff to utilize proven and effective techniques to drive student success. Our staff will receive continuous training in the latest instructional strategies and be accountable for student achievement. LEISD will provide the support and encouragement necessary to make this the District of Choice for our employees.
- Objective 2.** The staff of Liberty-Eylau ISD will participate in continuous training in the latest instructional strategies to support student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
accelerated curriculum, and meets the needs of all students and staff including but not limited to: TTESS, EOC strategies and Advanced Educational Leadership training for assistant principal. Also, provide highly qualified training for instructional aides to assist with retaining high quality staff. (Title I SW: 5) (Target Group: All)				
5. Based on our demographic needs outlined in our CIP, student centered PD was provided to help our teachers connect with high need at-risk student populations in order to improve classroom academic performance. District will provide Pd as well as motivational speakers to improve student academic performance. (Target Group: All) (CSFs: 1,6,7)	Curriculum Director, Principal, Teacher(s)	December	(F)Title IIA Principal and Teacher Improvement	Summative - Summative, Local and STAAR testing data

Liberty-Eylau High School

Goal 5. District Goal 5: Liberty-Eylau ISD will maintain a safe, disciplined environment conducive to student learning. We will establish an atmosphere of respect for each other. Faculty and staff will work together with students to assure the implementation of the most effective and accurate instructional and behavioral practices.

Objective 1. Liberty-Eylau ISD will maintain a safe, disciplined environment conducive to student learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. To decrease discipline referrals and to improve consistency of implementation, the district Discipline Management System will be employed with fidelity across the campus. The system will be clearly communicated to parents, students, and staff.	Assistant Principal(s), Assistant Superintendent(s), Campus Behavior Coordinator(s), PBIS Campus Team, Principal, Teacher(s)	August - June	(S)Local Funds	Summative - Skyward Discipline Management System Parent Contact Logs PBMAS Report
2. Utilize SHAC (Student Health Advisory Committee) for information dissemination regarding health related issues. (Title I SW: 10) (Target Group: All)	Principal, School Nurse, SHAC Committee Chairperson	August June	(S)Local Funds	Summative - SHAC meetings sign-in sheets and agendas
3. Maintain a safe environment using programs such as Red Ribbon Week, Drug-Rally, plan and conduct Dating Violence Awareness Prevention and Intervention, Peace Officer training, and individual student counseling. (Target Group: All)	Academic Advisor, Assistant Principal(s), Chief of Police, Counselor(s), Principal, Teacher(s)	August - June	(S)Local Funds	Summative - PEIMS reporting
4. Use Positive-Proof visit check-in system. Secure campus drills one per semester. campus drills one per semester. Fire drills one per month Sever weather drills one per semester. (Target Group: All)	Assistant Principal(s), Campus Contact Person, Director of Communications, Principal, Support Staff	August-June	(S)Local Funds	Summative - Positive Proof reports
5. Policies will be reviewed and adopted regarding child abuse and neglect. These policies will be distributed to school personnel at the beginning of each year and addressed in staff development. Employees will be trained concerning prevention techniques and recognition of abuse. Child abuse anti-victimization programs will be provided in elementary and secondary schools. (Target Group: All)	Academic Advisor, Chief of Police, Counselor(s), Director of Human Resources, Homeless Liaison, Principal, Superintendent(s), Teacher(s)	August-June	(O)Online Training, (S)Local Funds	Summative - Training logs Edu Hero Training Certificates
6. The campus will follow the Dating Violence Policy as required by Texas House Bill 121 and provide: training for teachers and administrators, counseling for affected	Assistant Principal(s), Chief of Police, Counselor(s), Department Heads, Principal, Teachers	yearly	(S)Local Funds	Summative - Campus Discipline Reports PEIMS Disciplinary Code Reports

Liberty-Eylau High School

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Objective 1. Liberty-Eylau ISD will maintain a safe, disciplined environment conducive to student learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
students, and Awareness Education for Students and parents. (Title I TA: 8) (Target Group: All) (CSFs: 6)				

Liberty-Eylau High School

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Objective 2. We will establish an atmosphere of respect between all stakeholders.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implementation of mentoring program for students in need of adult guidance and positive role models. (Title I SW: 7) (Target Group: 9th,10th,11th,12th)	Academic Advisor, Assistant Principal(s), Community and Parent Volunteers, Counselor(s), Principal, Teacher(s)	August-June	(O)Mentor Program Materials, (S)Local Funds	Summative - Mentor Program-Documentation Sheets
2. Positive reinforcement of desired social interactions and behaviors through the use of PBIS. (Target Group: All)	Academic Advisor, Assistant Principal(s), Chief of Police, Counselor(s), PBIS Campus Team, Principal, Teacher(s)	August-June	(L)Activity Funds, (L)Character Development Materials, (O)Leopard Loot, (O)Leopards of character, (O)Rewards, (S)Local Funds	Summative - Weekly recognition of student behavior Campus surveys

Liberty-Eylau High School

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Objective 3. Liberty-Eylau ISD faculty and staff will work together with students to assure the implementation of the most effective and accurate instructional and behavioral practices.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Maintain Bullying Awareness procedures on all campuses. (Target Group: All)	Academic Advisor, Assistant Principal(s), Chief of Police, Counselor(s), Director of Human Resources, Principal, Teacher(s)	August-June	(O)Online Training, (S)Local Funds	Summative - Surveys from students, staff, and community PEIMS Reports Edu Hero Training Certificates
2. Maintain Campus/Bus video monitoring system. (Target Group: All)	Assistant Principal(s), Chief of Police, Director of Support Services, Principal, Transportation Coordinator	August-June	(S)Local Funds	Summative - Periodic Service Reports/Skyward Bus Discipline
3. Implementation of a Suicide Prevention Plan, Based on Best Practices Registry of the Suicide Prevention Resource Center. (Target Group: All)	Academic Advisor, Assistant Superintendent(s), Chief of Police, Counselor(s), Director of Human Resources, Principal, Teacher(s)	August-June	(O)Online Training, (S)Local Funds	Summative - Manual Checklist Edu Hero Training Certificates
4. Designated personnel (campus and district) will continuously monitor disciplinary assignments. The ARDC will consider any unique circumstances when determining if a change in placement is appropriate for Special Education students. (Target Group: All,SPED)	Academic Advisor, Assistant Principal(s), Assistant Superintendent(s), Campus Behavior Coordinator(s), Counselor(s), CTE Director, Diagnosticians, Principal, SPED Director, Teacher(s)	August-June	(S)Local Funds	Summative - Skyward Discipline Data CIP (PBMAS) IEPs
5. Campus and District Intervention Teams will review student disciplinary referrals/placements. The referrals/placements will be reviewed during team meetings. Disciplinary patterns and circumstances will be considered. The team will monitor interventions and student progress. (Target Group: All)	Academic Advisor, Assistant Principal(s), Campus Behavior Coordinator(s), Counselor(s), Principal, SPED Director, Teacher(s)	August-June	(S)Local Funds	Summative - Skyward discipline data CIP (PBMAS) IEPs