

# Redwater High School

## Campus Improvement Plan

### 2019/2020

*LIFE matters!*



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## **Redwater I.S.D. Board of Trustees**

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# Redwater High School Site Base

Name	Position
Allison, Leann	Teacher
Bradley, Jill	Teacher
Carlton, April	Registrar
Cook, Brad	Principal
Cooley, Tracy	Business Member
Crowson, Jeff	Teacher
Edmonds, Clint	Teacher
Even, Carol	District-Level Professional
Frachiseur, Shari	Teacher
Frazier, Shelly	Parent
Graf, Tommy	District-Level Professional
Lorance, Robert	Community Member
May, Wendy	Counselor
Pappas, Joann	Teacher
Parr, Keri	Teacher
Simmerman, Doug	Teacher
Stilson, Lee	Teacher
Sutton, Jay	Teacher
Taylor, Dakota	Business Member
Taylor, Denise	Parent
Terry, Tanya	Teacher

# Vision, Mission, and Beliefs

## Vision

Redwater ISD, where the vision is to inspire high personal expectations so ALL will experience their full potential and rise above the ordinary.

## Mission Statement

Life Matters

## Belief Statements

**Because Life Matters:** We believe the purpose of learning is to empower all students to successfully meet the educational and social challenges of their future by providing a climate of respect, acceptance, and academic pride.

**Because Life Matters:** We believe in providing a safe and secure learning environment.

**Because Life Matters:** We believe ALL are accountable to each other.

**Because Life Matters:** We believe all will embrace the necessary skills and ability to utilize emerging technology for lifelong success.

**Because Life Matters:** We believe in equipping each student with life skills necessary to be independent contributing members of society.

## Nondiscrimination Notice

REDWATER 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.

# Comprehensive Needs Assessment

## Demographics

### Demographics Strengths

- 91% student participation in Career and Technical Education program

### Demographics Weaknesses

- Economically disadvantaged student percentage has increased from 28.7% to 33.6%.

### Demographics Needs

- Offer research based interventions to improve performance of all student sub-groups

### Demographics Summary

The student enrollment at the high school totaled 345 students in grades 9 through 12 during the 2018-2019 academic school year. Of this number, 2.3% were African American, 2.9% were Hispanic, 2% were Asia, and 91.3% were White. Male students accounted for 53% of the student body, while females accounted for 47%. The percentage of economically disadvantaged students at the high school is 33.6%. Special education students represent 10.1% of our population. Our gifted and talented group comprises 12.4% of the population, with instruction being provided through honors courses. In addition, 91% of students participate in our Career and Technical Education program.

## Student Achievement

### Student Achievement Strengths

- Overall "A" rating for School Performance
- Improvement in Student Achievement and School Progress
- Distinction Designations in Science and Post-Secondary Readiness

# Comprehensive Needs Assessment

## Student Achievement Weaknesses

- Decrease in Closing the Gaps domain from 2017-2018 to 2018-2019

## Student Achievement Needs

- Intentionally designed interventions to assist with Closing the Gaps

## Student Achievement Summary

Student achievement data comes from reports in Academic Performance Report, PEIMS, PBMAS, and State Accountability. Schools in Texas are judged primarily by the performance of students on the State of Texas Assessments of Academic Readiness (STAAR). Students in grades 9 through 11 take End of Course (EOC) exams in the content-specific areas of Algebra 1, Biology, English I, English II, and U.S. History. Other data considered in determining student strengths and needs included language skills, report cards, teacher-made tests, benchmark exams, daily work, discipline referrals, attendance/tardy records, other standardized assessments, at-risk indicators, graduation and dropout rates. Redwater High School received met standard on all 2019 accountability performance domains. The high school received an overall letter grade of “A” for the 2018-2019 school year. Student Achievement and School Progress increased by a total of 8 percentage points from the previous school year. However, Redwater High School slightly decreased in the domain area of Closing the Gaps by 4 percentage points. Redwater High School received a Distinction Designation for Academic Achievement in Science and Post-Secondary Readiness. The 2019 senior class graduation rate was 96.4%. According to DMAC Solutions, data shows that of the students tested, 82% approach grade-level standards in English Language Arts, 87% in Math, 96% in Science and 100% in Social Studies for the 2018-2019 academic school year on End of Course exams. Student achievement increased by 4.5 percentage points for meets grade-level standards, and 16 percentage points for masters grade level standards across all tested areas for the 2018-2019 academic school year. The attendance rate for 2018-2019 was 96.1%. In an effort to counter the below expectation passing rates on the EOC tests, the high school will offer reading and enrichment classes in all subjects. An Academic Academy is offered to students twice per year who are required to retake the EOC. Vertical alignment of the curriculum is occurring across the district. Many opportunities exist for students to enroll in dual credit courses. Economically disadvantaged students continued to move closer in 2019 to the achievement ratings of the all students group. Intervention programs such as tutorials, enrichment classes, and credit recovery opportunities are in place. However, more intentional innovation is needed to eliminate the achievement gaps completely. Continued increases in the areas of Academic Growth and Closing the Gaps is a priority for the 2019-2020 academic school year.

## School Culture and Climate

### School Culture and Climate Strengths

- Welcoming and safe environment for all stakeholders
- High expectations from campus staff
- Visibility of administrators

# Comprehensive Needs Assessment

## School Culture and Climate Weaknesses

- Campus appearance and cleanliness

## School Culture and Climate Needs

- Create a positive learning experience for all students

## School Culture and Climate Summary

Surveys conducted by the campus, our parents, students, and staff indicate our campus maintains high expectations in preparing our students for success beyond high school. Attendance is 96.1%, and the graduation rate of 96.4% ranks well above the state and national averages. The Redwater culture is built upon the belief that all students can learn and should receive a high quality, standards-based education. The high school staff constantly seeks ways to maintain a safe environment for student learning. Surveys reveal that administrators are visible throughout campus on a regular basis. Faculty members build meaningful relationships with students to enhance their learning experience. Expectations and overall morale remain high, especially with facility additions and improvements being made to the high school campus. However, surveys indicate that the overall cleanliness of the campus needs improvement. In addition, fair and consistent consequences for discipline related issues will be a priority for all stakeholders of the high school campus.

# Staff Quality, Recruitment and Retention

## Staff Quality, Recruitment and Retention Strengths

- Intentional professional development opportunities
- One-third of high school faculty holds master's degrees
- Texarkana College and Dual Credit teachers
- Salary increase for 2019-2020

## Staff Quality, Recruitment and Retention Weaknesses

- 20% teacher turnover rate leading into 2019-2020

# Comprehensive Needs Assessment

## Staff Quality, Recruitment and Retention Needs

- Retain and grow high quality educators

## Staff Quality, Recruitment and Retention Summary

Professional development opportunities are intentional and offered throughout the school year. The school district continues to support teachers who are trying to improve their teaching skills and expertise in their subject area(s) by encouraging teachers to maintain a growth mindset to the teaching profession. Much of our professional development occurs at the Region 8 Educational Service Center in Pittsburg, Texas, which is approximately a 60 mile drive from Redwater. Teachers also participated in four equivalency days over the summer, allowing teachers to choose specific professional development for their individual needs. Teacher led professional development occurs each semester for our high school campus. Over one-third of the high school teachers hold master's degrees. Multiple Redwater High School educators are teaching part-time at Texarkana College. Teachers with advanced degrees also provide the school with the option of providing Dual Credit courses to our students. Staff members received a salary increase prior to the start of the 2019-2020 academic school year. Nearly 20% of the high school faculty is new to the high school.

# Curriculum, Instruction and Assessment

## Curriculum, Instruction and Assessment Strengths

- Advanced course offerings
- Professional Learning Community planning times
- Real-world application skills

## Curriculum, Instruction and Assessment Needs

- Evaluate benchmark testing for all departments
- Evaluate effectiveness of current tutorial system
- Examine the structure of the current master schedule
- Examine current grading policies for the high school campus

## Curriculum, Instruction and Assessment Summary



# Comprehensive Needs Assessment

## Curriculum, Instruction and Assessment Summary (Continued)

Redwater High School utilizes the TEKS Resource System, which contains an Instructional Focus Document and Year-at-a-Glance. The high school staff uses current educational research practices to maintain an instructional program that is intentionally designed to promote academic success for all students. A rigorous, pertinent, and comprehensive curriculum that includes real-world applications is accessible to all students through each course and program offered at the high school. Vertical alignment documents are developed and reviewed each semester. Benchmarks are analyzed during the year by most departments to examine and adjust instructional practices. Department meetings are held monthly to monitor student progress and curriculum alignment. Planning times for professional learning communities have been built into the master schedule to allow opportunities for instructional planning among teachers. Student performance data is reviewed each year and critical areas of weakness are determined from the gathered evidence. An EOC Academic Academy is offered twice per year for students who are required to retake state assessments. Tutorials are available daily to support at-risk students. However, the current tutorial system needs to be evaluated regarding its effectiveness for overall student achievement. Stakeholders must examine the master schedule and grading policies to ensure all students benefit from current formats.

## Family and Community Involvement

### Family and Community Involvement Strengths

- Communication opportunities between family, community members, and staff
- District notification system

### Family and Community Involvement Needs

- Regular communication between parents and teachers regarding student progress
- Regular communication between stakeholders regarding school activities

### Family and Community Involvement Summary

Parental involvement at the high school level is a major strength to the campus and overall district, in comparison to other high schools with a similar structure. Surveys revealed that the majority of parents feel welcomed at the high school campus. Organizations such as; the Parent-Teacher Association, Education Foundation, band booster, and athletic booster clubs provide the opportunity for community involvement from individuals, businesses and civic organizations to support educational programs for students and staff members. These organizations assist our educational community by funding technology, providing teachers with mini-grants, sponsoring staff luncheons and serving on site-based decision-making teams. Grade Viewer is used by parents to monitor their student's progress and promote their involvement in their student's academics. Blackboard Connect and the District's web-site (E-notes) are platforms used for daily communication with parents and the community. All teachers have websites that parents can access to keep up with school activities. An annual FAFSA night is held in March to assist parents with the college financial aid application process. Parents are encouraged to attend Meet the Teacher Night and a Parent-Teacher Conference intervention each fall to maintain our communities' collaborative approach to educating all students.

# Comprehensive Needs Assessment

## Family and Community Involvement Summary (Continued)

Administrators and teachers utilize the school web-site to inform community stakeholders about student achievements and school related functions. Consistent communication between staff and parents regarding student progress will remain a priority for the 2019-2020 school year.

## School Context and Organization

### School Context and Organization Strengths

- Professional development opportunities for administrators and staff
- Resources for staff to effectively execute tasks

### School Context and Organization Needs

- Examine master schedule to maximize staff and resources

### School Context and Organization Summary

Central office staff members accommodate the overall staffing and financial needs of the high school campus as funds are available. Instructional supports, classroom facilities, materials, professional development, and technology are in place by district stakeholders. Surveys reveal that educators feel they have adequate resources and materials to effectively do their jobs. Schedules are designed around student needs and requests. The school implements a distinct system to communicate administrator and faculty written policies and handbook expectations that explain responsibilities, best practices, decision-making processes, and relationships of leadership and staff members. Teachers and administrators serve on decision-making committees to ensure areas of growth are consistently addressed. The vision to inspire high personal expectations so all will experience their full potential and rise above the ordinary is reinforced each day.

## Technology

### Technology Strengths

- Technology training sessions for teachers

# Comprehensive Needs Assessment

## Technology Strengths (Continued)

- Chromebook availability in classrooms
- Parent and student access to technology resources

## Technology Weaknesses

- Limited resources for teachers in portable building classrooms

## Technology Needs

- Continued teacher usage of technology in the classroom
- Improvement to high school bell system

## Technology Summary

Redwater High School is part of a Google school district. The use of Google classroom is becoming a norm and expectation on the high school campus. Our campus technology resources include Chromebooks, classroom computers, printers, computer labs, projectors, document cameras, automated parent notification system (Blackboard), campus-wide wireless access, interactive boards, etc. English, Spanish, Science, Special Education, and CTE classrooms are equipped with Chromebooks. While the Math and Social Studies departments share the use of Chromebooks. Students have access to online textbooks and resources in most classes. End of Course assessments are provided online. The district has a technology coordinator, network administrator, and instructional technologist. The high school has a technology representative who can be called upon to assist with technical problems. The district coordinator, network administrator, and instructional technologist are also available to assist with problems, as well as, providing staff training on the use of technology in the classrooms. Teachers continue to request emerging technologies and receive annual professional development. Redwater High School constantly seeks to provide and expand on the following professional learning opportunities; educational technology, digital citizenship, digital standards, instructional strategies, and applications to support the instructional program, as well as, consistent use for communication to parents and students by teachers. Surveys reveal that most teachers use technology to make learning more interesting. Over 90% of students indicate that they have access to technology at home. In addition, over 90% of parents agree that the district's voicemail notification system, Facebook page, school web-page, and text messaging system are useful to their involvement in their students education experience. More access to technology needs to be offered to teachers in our portable building classrooms. Finally, the high school campus needs improvements to the bell system to ensure classes remain on schedule.

# Resources

Resource	Source	Amount
IDEA Special Education	Federal	
Title I	Federal	
Title IIA Principal and Teacher Improvement	Federal	
Local Funds	Local	
Texarkana College	Other	
SPED	State	
State Compensatory	State	\$123,225.03
State Compensatory FTE	State	6.38

# Redwater High School

**Goal 1.** Redwater High School stakeholders will provide a safe environment to create a positive learning experience for students.

**Objective 1.** Treat students, parents, and fellow educators in a professional manner every day.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Train the staff yearly to respond within 24 business hours to student or parent emails, calls or other communications. (Target Group: All)	Campus Administrators, Teacher(s)	November 2019	(L)Local Funds	Criteria: Staff meeting agenda, staff meeting minutes & parent survey data  10/09/19 - Completed
2. Train staff yearly on how to be respectful to students, parents and fellow educators. (Target Group: All)	Campus Administrators, Teacher(s)	November 2019		Criteria: Staff meeting agenda & staff meeting minutes  10/09/19 - Completed
3. Continue drug testing high school students throughout the school year. (Target Group: All)	Campus Administrators, Superintendent(s)	Quarterly	(L)Local Funds	Criteria: Calendar of scheduled drug tests & number of drug-related incidents  10/11/19 - On Track
4. Ensure consistency of state and campus enforcement of the Code of Conduct. (Target Group: All)	Campus Administrators, Teacher(s)	Quarterly		Criteria: PEIMS reports  10/11/19 - On Track
5. Maintain the 100% agree status on the annual Staff Survey question, "I treat all my students with respect". (Target Group: All)	Teacher(s)	April 2020		Criteria: End of year survey results  09/30/19 - Pending
6. Improve the 64% agree status by 6% (70%) on the annual Survey question, "My teachers treat me with respect". (Target Group: All)	Campus Administrators, Teacher(s)	April 2020		Criteria: End of year survey results  09/30/19 - Pending
7. Improve the 56% agree status by 5% (61%) on the annual Parent Survey question, "Teachers treat my child with respect". (Target Group: All)	Campus Administrators, Teacher(s)	April 2020		Criteria: End of year survey results  09/30/19 - Pending

# Redwater High School

**Goal 1.** Redwater High School stakeholders will provide a safe environment to create a positive learning experience for students.

**Objective 2.** Reduce incidents involving bullying.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Promote Red Ribbon Week (Target Group: All)	Campus Administrators, Counselor(s)	October 2019	(L)Local Funds	Criteria: Student participation & number of signed pledges by students  10/11/19 - Pending
2. Cell phone policy will be enforced during the instructional day to reduce cyber-bullying. (Target Group: All)	Campus Administrators, Teacher(s)	Daily		Criteria: PEIMS reports & bullying reports  10/11/19 - On Track
3. Safe2Say - anonymous bullying report. (Target Group: All)	Campus Administrators	Monthly		Criteria: Bullying reports  10/11/19 - Pending
4. Promote and recognize positive student behavior on the high school campus. (Target Group: All)	Campus Administrators, Counselor(s), Program Directors, Teacher(s)	Monthly	(L)Local Funds	Criteria: Announcements, web-page, and campus led activities  10/11/19 - Pending

# Redwater High School

**Goal 1.** Redwater High School stakeholders will provide a safe environment to create a positive learning experience for students.

**Objective 3.** Remain fair and consistent regarding violations of the Student Code of Conduct.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Complete review and update of the school's policies and procedures to comply with any new regulations or situations that need to be considered prior to the start of each school year as evidenced by date and committee review approval signatures at the bottom of each policy. (Target Group: All)	Campus Administrators, Superintendent(s)	July 2019		Criteria: Revised policies and procedures by campus administrators  07/16/19 - Completed
2. Conduct expectations meeting with students by the 2nd week of school. (Target Group: All)	Campus Administrators	August 2019		Criteria: Expectations meeting agenda and student participation  08/22/19 - Completed
3. Yearly expectations meeting with staff in which 100% of the staff will be trained on the current Student Code of Conduct standards. In these meetings, the compliance rates of the PEIMS reports will be shared and discussed. (Target Group: All)	Campus Administrators, Teacher(s)	August 2019-January 2020		Criteria: Staff meeting agenda, staff meeting minutes and sign-in sheets  08/08/19 - Completed
4. Quarterly review of the Discipline Management System's report, PEIMS, will maintain a compliance rate of 90% or higher. (Target Group: All)	Campus Administrators	Quarterly		Criteria: PEIMS data  10/11/19 - On Track
5. By the end of 1st semester, all extra-curricular clubs and organizations will create and submit specific by-laws, expectations, and discipline for violations of code. (Target Group: All)	Campus Administrators, Program Directors	December 2019		Criteria: Updated extra-curricular handbooks  10/11/19 - Pending
6. Improve the 54% agree status by 5% (59%) on the annual Parent Survey question, "Discipline is fair with a goal of 70% within the next 3 years, 2023". (Target Group: All)	Campus Administrators	April 2020		Criteria: End of year survey results  09/30/19 - Pending
7. Maintain a 70% agree status on the annual Staff Survey question, "Discipline is fair at my school and related to the rules which are broken". (Target Group: All)	Campus Administrators	April 2020		Criteria: End of year survey results  09/30/19 - Pending
8. Yearly expectations meeting with parents	Campus Administrators	August 2020		Criteria: Parent meeting agenda,

# Redwater High School

**Goal 1.** Redwater High School stakeholders will provide a safe environment to create a positive learning experience for students.

**Objective 3.** Remain fair and consistent regarding violations of the Student Code of Conduct.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
will be offered within the first 3 weeks of the school year with an attendance rate of 30% or higher. (Target Group: All)				participation, and sign-in sheets 10/11/19 - Pending



# Redwater High School

**Goal 1.** Redwater High School stakeholders will provide a safe environment to create a positive learning experience for students.

**Objective 4.** Stakeholders will be prepared for emergency situations.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. School Resource Officer will provide training to staff regarding emergency situations. (Target Group: All)	Campus Administrators, Local Law Enforcement, Student Resource Officer	August 2019-January 2020	(L)Local Funds	Criteria: Staff meeting agenda, staff meeting minutes and staff sign-in sheets  10/11/19 - On Track
2. Campus Drills. (Target Group: All)	Campus Administrators, Student Resource Officer, Teacher(s)	Monthly		Criteria: Monthly documentation  10/11/19 - On Track
3. Security cameras to monitor campus entrances. (Target Group: All)	Campus Administrators, Campus Secretaries, Director of Technology	Ongoing	(F)Title IV Safe and Drug Free, (L)Local Funds	Criteria: High school visitor sign-in log  08/19/19 - On Track
4. Evaluate implementing potential app "Rave Alert" for students and staff communication during emergency situations. (Target Group: All)	Campus Administrators, Director of Technology, Student Resource Officer	July 2020	(L)Local Funds	Criteria: Teacher and student downloading and use of "RAVE" app for emergency situations  09/30/19 - Pending
5. Evaluate implementing the "Raptor Visitor Management System" to ensure visitors are accounted for when visiting the high school campus. (Target Group: All)	Campus Administrators, Director of Technology, Superintendent(s)	July 2020	(L)Local Funds	Criteria: High school visitor check-in data  09/30/19 - Pending

# Redwater High School

**Goal 2.** Redwater High School will implement a schoolwide intervention system that addresses the academic and social-emotional needs of all students.

**Objective 1.** Offer research-based practices during the academic day to improve the well-being of students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide a presentation to students about the negative effects of Vaping and substance abuse. (Target Group: All,9th)	Campus Administrators, Counselor(s)	October 2019	(L)Local Funds	Criteria: Presentation agenda, student attendance and participation  10/10/19 - Completed
2. ESTEEM program offered to students during freshman year. (Target Group: All)	Campus Administrators, Counselor(s), Director of Instruction	January 2020	(L)Local Funds	Criteria: ESTEEM program lessons, parent informational meeting, student attendance and participation  09/23/19 - On Track
3. Offer online EduHero courses to students that address bullying and social-emotional issues. (Target Group: All)	Campus Administrators, Counselor(s), Director of Instruction, Director of Technology	August 2020	(L)Local Funds	Criteria: Student participation and completion of required EduHero courses  09/30/19 - Pending

# Redwater High School

**Goal 2.** Redwater High School will implement a schoolwide intervention system that addresses the academic and social-emotional needs of all students.

**Objective 2.** Facilitate parent and teacher forums to address the social-emotional needs of students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Offer parent meetings and parent mentoring opportunities that focus on the social-emotional issues of students. (Target Group: All)	Campus Administrators, Counselor(s)	January 2020	(L)Local Funds	Criteria: Parent mentoring meeting agenda, meeting minutes and sign-in sheets  09/30/19 - Pending
2. Provide teacher mentors for incoming freshmen. (Target Group: All)	Campus Administrators, Counselor(s), Teacher(s)	August 2020	(L)Local Funds	Criteria: Mentor assignment documentation and student/mentor participation data  10/11/19 - Pending

# Redwater High School

**Goal 2.** Redwater High School will implement a schoolwide intervention system that addresses the academic and social-emotional needs of all students.

**Objective 3.** Identify and develop partnerships to increase student involvement in campus and community activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide a lunch-bunch activity with the high school counselor for new students to RISD. (Target Group: All)	Campus Administrators, Counselor(s)	November 2019-March 2020	(L)Local Funds	Criteria: Activity agenda, sign-in sheets, and student/counselor participation  10/11/19 - Pending
2. Promote and support school-wide clubs and organizations. (Target Group: All)	Campus Administrators, Counselor(s), Program Directors, Teacher(s)	Monthly		Criteria: Student sign-up sheets from Dragon Flight Camp/Meet the Teacher and student participation data  08/06/19 - On Track

# Redwater High School

**Goal 3.** Redwater High School will utilize 21st century technology to enhance student development and promote a growth mindset approach to the learning process.

**Objective 1.** Increased use of technology for teachers and students in a classroom setting.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increased availability and use of Clear Vision monitors for teachers. (Target Group: All) (Strategic Priorities: 4)	Campus Administrators, Director of Instruction, Director of Technology, Program Directors, Superintendent(s)	August 2019	(L)Local Funds, (S)State Compensatory - \$2,000	Criteria: Increased use of technology in the classroom 08/19/19 - On Track
2. Instructional technology tips will be provided regularly for staff and students. (Target Group: All) (Strategic Priorities: 4)	Director of Technology	Quarterly		Criteria: Email notification and one-on-one assistance 08/19/19 - On Track
3. Teachers will utilize tools available such as eNotes, social media, and response systems to communicate with and assess students. (Target Group: All) (Strategic Priorities: 4)	Teacher(s)	Monthly		Criteria: End of year survey results 08/19/19 - Pending
4. Chromebooks will remain available for all classroom settings on the high school campus. (Target Group: All) (Strategic Priorities: 4)	Campus Administrators, Director of Instruction, Director of Technology, Program Directors	Monthly		Criteria: Usage data 08/19/19 - On Track
5. Explore emerging classroom technology through professional development opportunities for staff. (Target Group: All)	Campus Administrators, Director of Instruction, Director of Technology, Program Directors, Superintendent(s)	Monthly	(L)Local Funds	Criteria: Professional development certificates and staff attendance 08/05/19 - On Track

# Redwater High School

**Goal 3.** Redwater High School will utilize 21st century technology to enhance student development and promote a growth mindset approach to the learning process.

**Objective 2.** Consistent use of communication to parents and students by all teachers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Design and utilize a standard template for meeting notices regarding meeting locations, date and times from school personnel to families (Target Group: All)	Campus Administrators, Director of Technology, Teacher(s)	February 2020		Criteria: Finalized template and end of the year survey results 09/30/19 - Pending
2. Encourage parents to utilize gradeviewer and eNotes on a regular basis through parent meetings. (Target Group: All)	Campus Administrators, Counselor(s), Teacher(s)	Monthly		Criteria: Parent meeting agenda, sign-in sheets, contact logs and end of the year survey results 08/06/19 - On Track

# Redwater High School

**Goal 4.** Redwater High School students will maintain a high level of academic performance.

**Objective 1.** Provide intentionally designed interventions for Closing the Gaps across student sub-groups.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide End of Course Preparation Academy for EOC re-testers. (Target Group: AtRisk) (Strategic Priorities: 4)	Campus Principal, Counselor(s), Program Directors, Teacher(s)	December 2019	(F)Title I	Criteria: Student performance on EOC  09/30/19 - Pending
2. Examine the implementation of "ZAP", zeros are not permitted, policy. (Target Group: All) (Strategic Priorities: 4)	Campus Administrators, Teacher(s)	January 2020		Criteria: Improved student performance  09/30/19 - Pending
3. Offer mentor tutoring through a Night Library intervention where Student Council and National Honor Society members assist other students. (Target Group: All) (Strategic Priorities: 4)	Campus Administrators, Program Directors, Teacher(s)	February 2020		Criteria: Student attendance, participation and improved academic performance  09/30/19 - Pending
4. A comprehensive needs assessment will be conducted to identify educational strengths and weaknesses in student performance, school culture and climate, staff quality, curriculum and instruction, family and community involvement, school context and organization, and technology. (Target Group: All) (Strategic Priorities: 1,2,3,4)	Campus Administrators, Counselor(s), Program Directors, Teacher(s)	May 2020	(L)Local Funds	Criteria: Comprehensive Needs Assessment  09/30/19 - On Track
5. Focus on grammar, punctuation, and writing in language arts classrooms. (Target Group: All) (Strategic Priorities: 2,4)	Teacher(s)	Daily	(L)Local Funds, (S)State Compensatory - \$3,000	Criteria: Student assessments  08/19/19 - On Track
6. Tutorials will be provided before and after school for students in all content areas. (Target Group: All) (Strategic Priorities: 2,4)	Teacher(s)	Weekly	(L)Local Funds, (S)State Compensatory - \$4,000	Criteria: Progress reports, report cards, state assessments  08/19/19 - On Track
7. Professional Learning Communities will consistently refine curriculum and instructional practices. (Target Group: All) (Strategic Priorities: 1,2,3,4)	Campus Administrators, Teacher(s)	Weekly	(L)Local Funds	Criteria: Benchmark data and student assessments  08/19/19 - On Track
8. Department meetings to discuss data. (Target Group: All) (Strategic Priorities: 2,3,4)	Campus Administrators, Teacher(s)	Weekly	(L)Local Funds	Criteria: Meeting agenda, meeting minutes, lesson plans and student performance

# Redwater High School

**Goal 4.** Redwater High School students will maintain a high level of academic performance.

**Objective 1.** Provide intentionally designed interventions for Closing the Gaps across student sub-groups.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
				08/12/19 - On Track
9. Provide accelerated instruction for struggling students - EOC Enrichment classes, Reading, Summer Tutoring. (Target Group: ECD,AtRisk)	Campus Administrators, Counselor(s), Director of Instruction, Teacher(s)	Six Weeks Grading Period	(S)State Compensatory - \$33,000, (S)State Compensatory FTE - 0.5	Criteria: Student performance on EOC 08/19/19 - On Track
10. Provide staff development that addresses the professional needs of staff members and encourages growth opportunities. (Target Group: All)	Campus Administrators, Director of Instruction, Director of Technology, Region 8 Specialists	Monthly		Criteria: Training certificates 08/05/19 - On Track



# Redwater High School

**Goal 4.** Redwater High School students will maintain a high level of academic performance.

**Objective 2.** Improve access to, enrollment in, and completion of an academically rigorous course of study.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Examine the implementation of an incentive medal at graduation for UIL Academic participants. (Target Group: All)	Campus Administrators	February 2020		Criteria: Student participation in UIL Academic program  09/30/19 - Pending
2. TSI will be administered on campus by Texarkana College. (Target Group: All) (Strategic Priorities: 2,3)	Counselor(s)	April 2020		Criteria: TSI scores  08/19/19 - Pending
3. Maintain Dual Credit course offerings such as Biology, English, College Algebra, Trigonometry, Calculus and Pharmacology, U.S. History and Law Enforcement. (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Director of Instruction	Quarterly	(L)Local Funds, (O)Texarkana College	Criteria: Credit in College Biology/English/Algebra/Trigonometry/Calculus/Pharmacology/U.S. History/Law Enforcement: ACT/SAT Scores  08/19/19 - On Track
4. Continue to offer Credit recovery program options for students. (Target Group: AtRisk) (Strategic Priorities: 2)	Campus Administrators, Counselor(s)	Semester & Summer	(L)Local Funds	Criteria: Student performance and graduation data  08/19/19 - On Track
5. Continue to offer ACT/SAT Prep courses for students. (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Teacher(s)	Fall & Spring Semesters		Criteria: ACT/SAT scores  08/19/19 - On Track
6. Continue to offer College Prep Math to improve college readiness for students. (Target Group: AtRisk) (Strategic Priorities: 2,4)	Campus Administrators, Counselor(s), Teacher(s)	Six Weeks Grading Period	(L)Local Funds	Criteria: TSI Waiver  08/19/19 - On Track

# Redwater High School

**Goal 4.** Redwater High School students will maintain a high level of academic performance.

**Objective 3.** Consistently motivate students in order to maintain a student attendance rate that remains above state and national averages.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Exempt students from final exams based on three or fewer absences, in addition to academic requirements. (Target Group: All) (Strategic Priorities: 4)	Campus Administrators, Teacher(s)	December 2019 & May 2020		Criteria: Improved attendance 08/19/19 - On Track
2. Contact parents via eNotes, phone, email or mail to communicate attendance expectations. (Target Group: All) (Strategic Priorities: 4)	Campus Administrators, Counselor(s), Teacher(s)	Weekly	(L)Local Funds	Criteria: Improved daily attendance rates 08/19/19 - On Track
3. Implement a truancy plan including BIPs for students experiencing attendance concerns. (Target Group: AtRisk) (Strategic Priorities: 4)	Campus Administrators	As Needed	(L)Local Funds	Criteria: Improved attendance 08/19/19 - On Track
4. Home visits to students experiencing excessive absences. (Target Group: AtRisk) (Strategic Priorities: 4)	Campus Administrators, Counselor(s), Local Law Enforcement	As Needed	(L)Local Funds	Criteria: Student performance and grade level advancement 08/19/19 - On Track
5. Instruction in the home will be provided to students who require homebound services. (Target Group: AtRisk) (Strategic Priorities: 4)	Campus Administrators, Core Subject Teachers, Counselor(s), Diagnostician	As Needed	(S)State Compensatory - \$2,000	Criteria: Student performance 08/19/19 - On Track
6. An attendance committee will review and make informed decisions based on student attendance and academic performance for students who have excessive absences. (Target Group: AtRisk) (Strategic Priorities: 4)	Campus Administrators, Counselor(s), Teacher(s)	As Needed	(L)Local Funds	Criteria: Improved attendance, course completion and student placement 08/19/19 - On Track

# Redwater High School

**Goal 4.** Redwater High School students will maintain a high level of academic performance.

**Objective 4.** Consistently motivate students in order to maintain a graduation rate that remains above state and national averages.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide resources/guidance and promote scholarship opportunities. (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Teacher(s)	August 2019-May 2020		Criteria: Scholarship awards 08/19/19 - On Track
2. Credit Recovery opportunities provided during school year. (Target Group: AtRisk) (Strategic Priorities: 4)	Campus Administrators, Counselor(s), Teacher(s)	August 2019-May 2020	(L)Local Funds, (S)State Compensatory - \$4,500	Criteria: Completion of credit recovery courses 08/19/19 - On Track
3. Junior and Senior parent meetings, such as FASFA Night, will be held to address group needs relating to post-secondary readiness. (Target Group: 11th,12th) (Strategic Priorities: 3)	Counselor(s)	September & October 2019		Criteria: Parent and student attendance record 10/21/19 - Completed
4. Summer school provided on campus for credit recovery. (Target Group: AtRisk) (Strategic Priorities: 4)	Campus Administrators, Counselor(s), Teacher(s)	June & July 2020	(L)Local Funds, (S)State Compensatory - \$2,000	Criteria: Credit recovered 08/19/19 - On Track
5. Expansion of CTE and extra-curricular offerings to keep students engaged. (Target Group: All) (Strategic Priorities: 3,4)	Counselor(s), CTE Director, Director of Instruction, Program Directors	July 2020	(L)Local Funds	Criteria: More CTE courses offered and high student participation 08/19/19 - On Track
6. Provide a college/career center that guides students for post-secondary education. (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Counselor(s)	Monthly	(L)Local Funds	Criteria: Utilization reports, college applications, and scholarship applications 08/19/19 - On Track
7. Actively participate in college/career fairs and information meetings. (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Counselor(s)	Monthly		Criteria: Graduation rate 09/09/19 - On Track
8. Continue counseling each senior student to review their graduation plan, post-secondary readiness, and endorsements. (Target Group: All) (Strategic Priorities: 3)	Counselor(s)	Monthly		Criteria: Completion of 4-year graduation plans 08/19/19 - On Track
9. Field trips to colleges/technical schools. (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Program Directors	Monthly	(L)Local Funds	Criteria: Student participation and student enrollment

# Redwater High School

**Goal 4.** Redwater High School students will maintain a high level of academic performance.

**Objective 4.** Consistently motivate students in order to maintain a graduation rate that remains above state and national averages.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
				08/19/19 - On Track

# Redwater High School

**Goal 4.** Redwater High School students will maintain a high level of academic performance.

**Objective 5.** Reduce teacher turnover rate for the 2019-2020 academic school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Monetary incentives will be provided in order to retain quality educators. (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, CTE Director, Director of Instruction, Superintendent(s)	August 2019	(F)IDEA Special Education, (L)Local Funds	Criteria: Incentives authorized 08/20/19 - Completed
2. Educator buddies will be assigned to new teachers to assist with adjustments and their overall development. (Target Group: All) (Strategic Priorities: 1,4)	Campus Administrators, Director of Instruction, Teacher(s)	August 2019		Criteria: Mentor assignments/staff retention 09/09/19 - Completed
3. Team building activities and quality professional development will be offered to all staff members. (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Teacher(s)	August 2019-May 2020	(L)Local Funds	Criteria: Improved working environment and staff survey results 08/05/19 - Some Progress
4. Follow established procedures to ensure applicants are certified/highly qualified for the position. (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Director of Instruction, Superintendent(s)	March 2020-July 2020	(F)IDEA Special Education, (L)Local Funds	Criteria: Staff listing 08/19/19 - Completed

**CHANGE OVER TIME**

**HOW WELL DID THIS SCHOOL PERFORM OVERALL?**



90 out of 100

This shows how well this school prepared students for success, both in school and after high school in college, a career, or the military.

**CHANGE OVER TIME**

2017-18  
**Met Standard**  
86 out of 100

2018-19  
**A**  
90 out of 100

This section showcases annually the overall grade of this campus to showcase their improvement over time. The overall grade is based on performance in the three domains listed below.

**OVERALL PERFORMANCE DETAILS**

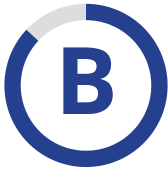
**STUDENT ACHIEVEMENT**



94 out of 100

Student Achievement shows how much students know and are able to do at the end of the school year.

**SCHOOL PROGRESS**



87 out of 100

School Progress shows how students perform over time and how that growth compares to similar schools.

**CLOSING THE GAPS**



81 out of 100

The Closing the Gaps domain tells us how well different populations of students in a district are performing.

**WHERE DID THIS SCHOOL PERFORM EXCEPTIONALLY WELL?**

- ✓

ACADEMIC ACHIEVEMENT IN SCIENCE
- ✗

TOP 25%: COMPARATIVE ACADEMIC GROWTH
- ✗

ACADEMIC ACHIEVEMENT IN MATHEMATICS
- ✓

POST-SECONDARY READINESS
- ✗

ACADEMIC ACHIEVEMENT IN ENGLISH LANGUAGE ARTS/READING
- ✗

TOP 25%: COMPARATIVE CLOSING THE GAPS
- ✗

ACADEMIC ACHIEVEMENT IN SOCIAL STUDIES

HOW ARE SCORES CALCULATED?



STUDENT ACHIEVEMENT

Component	Score	% of grade
STAAR Performance	90	40%
College, Career, and Military Readiness	95	40%
Graduation Rate	100	20%
Total	94	100%



SCHOOL PROGRESS

The higher score of Academic Growth or Relative Performance is used.

Component	Score	% of grade
Academic Growth	80	
Relative Performance	87	100%
Total	87	100%



CLOSING THE GAPS

Component	Score	% of grade
Grade Level Performance	70	55.6%
Academic Growth/Graduation Rate	0	11.1%
Student Achievement	100	33.3%
Total	81	100%



## SCHOOL-WIDE LEARNER OUTCOMES

*A Dragon learner will be able to....*

- D**evelop, analyze, synthesize, and evaluate information and evidence.
- R**espectfully interact with others using effective interpersonal skills, including effective listening, clear expression, and logical organization.
- A**pply a growth mindset to all areas of life.
- G**ain expertise in technology use, research skill, and information literacy for problem solving and communication.
- O**bjectively provide and present evidence to justify conclusions.
- N**urture a healthy and ethical lifestyle through positive choices that lead to physical and mental well-being.
- S**olve problems in his or her academic and personal life through a creative approach.

***Every Student***  
***Every Day***

