

Sherman High School Campus Improvement Plan

2017-18



Mission: Sherman High School is committed to providing the educational environment and opportunities to meet the needs of a diverse student population. We will strive to help each student become a productive, contributing citizen.

Vision: Each of Us, All of US, Every Day!

Sherman ISD Vision: Equity and Excellence in Action

Sherman ISD Mission: To ensure that each student is equipped to excel in our changing environment, through a school system characterized by an unrelenting passion for excellence.

Graduate Profile: To graduate 100% of our students who are equipped: with strong academic skills in the core subject areas, to think critically and problem solve, to interact and communicate effectively with positive and responsible decision making

Sherman ISD Beliefs:

- We believe that each student can learn and will learn.
- We believe in clearly defined goals that set high expectations for student learning.
- We believe in the value of parents as children's first and best teachers.
- We believe in the value of each employee and the importance of their personal and professional growth.
- We believe in shared decision making and personal accountability at all levels.
- We believe the community must actively participate in the development of our children.
- We believe that all programs and departments should be effective and efficient operations.
- We believe that all environments should be safe, orderly, and culturally responsive.



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 the future in the social, economic, and education 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 GOALS

- GOAL #1: The student 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

- 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 the 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 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.

Sherman Independent School District Goals and Objectives

A nurturing environment will be established in Sherman ISD.

Sherman ISD will hire, train and retain high quality personnel in a supportive working environment.

Sherman ISD will demonstrate positive and proactive leadership that inspires teamwork and collaboration.

Research-based instructional practices will be used in all Sherman ISD classrooms to improve student learning and student opportunities.

Sherman ISD will provide a high quality curriculum, research-based instructional practices and resources to ensure progress in student achievement.

Technology will be integrated into the instruction of classrooms at all campuses.

Sherman ISD will continue to integrate instructional technology in classrooms at all campuses and grade levels.

Sherman ISD will provide a proactive approach to build and expand co-curricular and extra-curricular activities for students.

Sherman ISD will address the diverse needs of students to maximize their academic achievements.

Sherman ISD will provide students relevant and meaningful exposure to vocational work experiences.

Sherman ISD will empower, engage and equip students for success in a diverse and complex world.

Sherman ISD will develop a balanced annual budget and maximize resources that are needed to achieve district priorities.

School facilities will be evaluated and a plan for new construction, renovations and updates will be developed.

Sherman ISD will continue to monitor and plan for district facility needs.

Parents and community members representative of Sherman ISD demographics will be involved in district and campus initiatives and the educational experience of students.

Sherman ISD will engage all community stakeholder groups to enhance educational experiences for students.

COMPREHENSIVE NEEDS ASSESSMENT SUMMARY : SHERMAN HIGH SCHOOL

SCHOOL YEAR: 2017-18

Data Sources Reviewed:			
<ul style="list-style-type: none"> ● 2016-17 CNA; 2016 -17 SHS CIP; 2016-17 SISD DIP; 2016 SHS STAAR Results ● TAPR; Federal Safeguards; Campus Performance Data; Campus Admin Team & Leadership Team Feedback 			
Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified needs?	Priorities What are the priorities for the campus, including how federal and state program funds will be used?
Demographics	<ul style="list-style-type: none"> *SHS Diverse Student Population *Cultures & Backgrounds of Stakeholders *Increased Student Enrollment in 2017-18 	<ul style="list-style-type: none"> *Staffing to Reflect & Match Diverse Student Population *Instructional Strategies, Resources, and Communication Tools to Reach Diverse Community 	<ol style="list-style-type: none"> 1. Staffing to Reflect & Match Diverse Student Population 2. Targeted Efforts to Reach our ELL Student & Parent Population 3. Provide Counseling Services and Staff Training on Poverty/Low SES
Student Achievement	<ul style="list-style-type: none"> *5 Distinction Designations *Increased PSAT Participation *Increased AP Test Participation 	<ul style="list-style-type: none"> *Improve Student Performance on State Assessment (STAAR) *Continue to Increase Diversity in Pre-AP & AP Programs and Performance *Increase Attendance & Graduation 	<ol style="list-style-type: none"> 1. Explore brining AVID Program to SHS 2. Target Improved Student Performance on STAAR English 1 & II 3. Continue to Increase Enrollment and Performance in Pre-AP & AP Programs

		Rates	4. Continue to Increase Enrollment & Participation in PSAT Test
School Culture and Climate	<ul style="list-style-type: none"> *School Tradition & Pride *Diversity of Student Population *Opportunities for Student Involvement in Addition to Academic Programs 	<ul style="list-style-type: none"> *Student-Centered Focus First *Improved Customer Service *Supporting New Teachers *Discipline Strategies & “Toolkit” for Staff 	<ol style="list-style-type: none"> 1. PD & Strategies for Staff on Supporting our Diverse Student Population 2. Teacher Mentor Program 3. Customer Service PD/Training for Office Staff
Staff Quality/ Professional Development	<ul style="list-style-type: none"> *AP Summer Institutes *Quality Hires for 2017-18 School Year *Upcoming Kagan PD in October 2017 	<ul style="list-style-type: none"> *Continued Naviance Training & Implementation in 2017-18 *Continued Technology Integration Into Lessons Support *Master Schedule Flexibility with Special Populations; More Teacher Access 	<ol style="list-style-type: none"> 1. Teacher Mentor Program for New Teacher Retention 2. Provide Quality Staff PD Opportunities 3. Support Staff on Campus Focus Areas for Year: Collaboration & Instructional Capacity
Curriculum, Instruction, Assessment	<ul style="list-style-type: none"> *PLC Model *Collaboration Time Built in Master Schedule *Pre-AP & AP Programs 	<ul style="list-style-type: none"> *Alignment of Curriculum & Consistency in Classrooms *Growth of PLC & Collaboration *Targeted Instruction & Differentiation *Rigor & Relevance of Student Work 	<ol style="list-style-type: none"> 1. Support PLC Practice in All areas of Campus 2. Remediation and Enrichment of Learners 3. Improve and Support Teacher’s Instruction and Capacity
Family and Community Involvement	<ul style="list-style-type: none"> *SBIC *PTA *Meet the Teacher Night *School Trips & Events *Booster Clubs *Homecoming Week 	<ul style="list-style-type: none"> *Communication and Opportunities for Involvement for LEP Families *Business Community Involvement *Increase Parental and Family Involvement Opportunities 	<ol style="list-style-type: none"> 1. Possibly Implement a Parent Academy Program 2. Austin College Tutor Program 3. Big Brother; Big Sister Student Mentor Program
School Context and Organization	<ul style="list-style-type: none"> *Campus Leadership Team *Department Structure *Master Schedule 	<ul style="list-style-type: none"> *Monthly Faculty Meetings to Communicate Expectations & Provide Learning *Campus Leadership Team to Solicit Feedback and Make Decisions *Campus Admin Team Structure to Execute Campus Operations 	<ol style="list-style-type: none"> 1. Provide Teachers Opportunities to Serve in Leadership Capacity 2. Refine SAC & Take II for Continued Effectiveness 3. Possible Admin Council Implementation

Technology	<p>*Student "Green Zone" Areas in School *NTHS *Community Partnerships Supporting Technology</p>	<p>*Additional Computers for Student Use *Student and Staff Access to Technology</p>	<ol style="list-style-type: none"> 1. MAP Testing Windows 2. Student and Staff Access to Wireless Infrastructure 3. Consistency of Technology Working During School Day
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Title I, Part A

Schoolwide Components:

1. A comprehensive needs assessment of the entire school(including taking into account the needs of migratory children as defined in section 1309(2)) that is based on information which includes the achievement of children in relation to the State academic content standards and the State student academic achievement standards described in section 1111(b)(1).
2. Schoolwide reform strategies that provide opportunities for all children to meet the State's proficient and advanced levels of student academic achievement, use effective methods and instructional strategies that are based on scientifically based research, and that include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the State student academic achievement standards who are members of the target population of any program that is included in the schoolwide program.
3. Instruction by highly qualified teachers.
4. In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the State's student academic achievement standards.
5. Strategies to attract high-quality teachers to high-need schools.
6. Strategies to increase parental involvement in accordance with section 1118, such as family literacy services.
7. Plans for assisting preschool children in the transition from early childhood programs, such as Head Start, Even Start, Early Reading First, or a State-run preschool program, to local elementary school programs.
8. Measures to include teachers in the decisions regarding the use of academic assessments described in section 1111(b)(3) in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.
9. Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards required by section 1111(b) (1) shall be provided with effective, timely additional assistance which shall include measures to ensure that student difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.
10. Coordination and integration of Federal, State, and local services and programs, including programs supported under this Act, violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.

A nurturing environment will be established in Sherman ISD.

Sherman ISD will hire, train and retain high quality personnel in a supportive working environment.

Sherman ISD will demonstrate positive and proactive leadership that inspires teamwork and collaboration

Objective(s):

Performance Objective / Campus Goal: Sherman High School will hire, grow, and retain highly qualified and quality personnel through a structured hiring process with the professional growth of staff being emphasized through increased professional development opportunities.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/Summative	Title I Schoolwide Components (Code by #)
Kagan Training	District Admin Campus Admin	Kagan Resources	Training Date: 10/20/17	Formal & Informal Walkthroughs Formal Observations	Incremental Increase in Student Performance Data; PLC's	Student Performance Data Student Benchmarks State Assessments Teacher Feedback	4 & 5
New Teacher Mentor Program	Campus Admin	Campus Budget and Supplies	2017-18 School Year	New Teachers will meet with Principal & Campus Admin 4-5 Times during School Yr for Training &	Discussion and Surveys of Needed areas of support for new staff	New Teacher Retention Rate at end of 2017-18 Feedback from staff Exit interviews Summative Conferences &	4 & 5

				Support		Goal-Setting	
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Research-based instructional practices will be used in all Sherman ISD classrooms to improve student learning and student opportunities.

Sherman ISD will provide a high quality curriculum, research-based instructional practices and resources to ensure progress in student achievement.

Objective(s):

Performance Objective / Campus Goal: Sherman High School will increase the “Meets Grade Level” Performance Standard for “All Students” on all STAAR/EOC Exams by 5% during the 2017-18 school year.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/Summative	Title I Schoolwide Components (Code by #)
Tier 1 Instruction	SHS Admin SHS Teachers	Professional Development TRS Curriculum Resources	2017-18 School Year	PLC Collaboration Walkthroughs Formal Observations	Student Performance Data Walkthroughs Teacher Feedback SpEd & 504 Referrals Rate	Student Benchmark Data RTI Referrals Tier 2 & 3 Data Universal Screener Data (MAP) STAAR/EOC Results	1, 2, & 9

"Super Saturdays" Targeted Instruction	SHS Admin Testing/504 Coordinator	TRS Curriculum 2016-17 STAAR Results	2017-18 School Year; STAAR Testing Dates	Student Attendance at Super Saturday Events	2017-18 student STAAR Performance; Approaches & Meets Standard	2017-18 student STAAR Performance; Approaches & Meets Standard	1, 2, & 9
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Sherman ISD will provide a proactive approach to build and expand co-curricular and extra-curricular activities for students.

Sherman ISD will address the diverse needs of students to maximize their academic achievements

Objective(s):

Performance Objective / Campus Goal: Sherman High School will recognize and support the diverse needs of its students by increasing participation in co-curricular and extra-curricular activities by 2% during the 2017-18 school year.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/Summative	Title I Schoolwide Components (Code by #)
Rising-Up Program	SHS Counselors SHS Specific Staff	Rising-Up Curriculum & Training	Implementation during 2017-18 School Year to Freshmen Students	Student participation & Bearcat Builders Feedback	Student feedback; Surveys; Trainer Feedback	Rising Up Coordinator Feedback and Assessment	1 & 2

Increase Offerings of Clubs & Organizations	SHS Admin SHS Staff	Content & Resources Specific to Club/Organization	2017-18 School Year	Student participation in SHS clubs & organizations	New student enrollment and participation; student surveys	Final count on enrollment and participation in all SHS clubs & organizations	1 & 2

Sherman ISD will provide students relevant and meaningful exposure to vocational work experiences.

Sherman ISD will empower, engage and equip students for success in a diverse and complex world.

Sherman ISD will develop a balanced annual budget and maximize resources that are needed to achieve district priorities.

Objective(s):

Performance Objective / Campus Goal: Sherman High School will recognize, address, and equip the diverse needs of its students through college and career readiness and vocational work experience programs by providing a minimum of ten (10) vocational opportunities during the 2017-18 school year.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/Summative	Title I Schoolwide Components (Code by #)
SHS College Night	SHS College & Career Coordinator SHS Counselors	TACRO SHS & SISD Budget &	2017 – 18 School Year	Student and Parent attendance at event	Student feedback; class discussion;	Review of Student Participation Form turned in at end of Evening	1, 2, & 10

	SHS Admin	Supplies					
IMT Manufacturing Program (Grayson College)	SHS Counselors SHS Admin	Grayson College SHS CTE Texoma Workforce	4-yr High School Program; Students Internship during 10 th -11 th Grade	Enrollment in the Manufacturing Pathway and IMT Program	Students grades/credits; coursework; feedback; continuing in program	Students who complete program; feedback from Grayson College and Texoma Workforce; eventual employment for students from program	1, 2, & 10

Parents and community members representative of Sherman ISD demographics will be involved in district and campus initiatives and the educational experience of students.

Sherman

ISD will engage all community stakeholder groups to enhance educational experiences for students.

Objective(s):

Performance Objective / Campus Goal: Sherman High School Staff will provide a minimum of three (3) opportunities for parents and community stakeholders to engage in and be involved in SHS events to enhance the comprehensive educational experience for its students during the 2017-18 school year.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/Summative	Title I Schoolwide Components (Code by #)
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SHS Site-Based Improvement Committee (SBIC)	SHS Admin	TEA State Policy SISD Board Policy Campus Resources	2017-18 School Year	SHS SBIC will meet 4 times during the school year; first meeting in Oct. and final one in April 2018	SHS SBIC will include range of stakeholders to review and make decisions on goals, focus areas, and long-range plans for SHS	SBIC strategic plans; parent & community attendance & feedback; staff attendance & feedback; effectiveness of achieving goals	2, 6, & 10
SHS Meet the Teacher Night	SHS Admin SHS Staff	SHS Campus Resources	September 26, 2017	SHS invited parents and families to attend Meet the Teacher Night	Parent, Student, and Staff Feedback; Attendance	Attendance and Participation at Event; Staff feedback on input from parent visits in classrooms	2, 6, & 10