Celina Independent School District

Celina High School

2017-2018 Campus Improvement Plan

Mission Statement

Celina High School Mission Statement: Celina High School will prepare each student for college and career readiness through technology enriched curriculum, strong work ethic, and time honored tradition.

Motto

Paving the way for the future.

Vision

Celina High School Vision Statement: Preparing for the future while embracing the excellence of the past.

Comprehensive Needs Assessment

Demographics

Demographics Summary

The enrollment at Celina High School is steadily increasing by about 20-30 students annually. C.H.S. now has 400 males and 350 females, made up of .9% American Indian, .7% Asian, 3.5% African-American, 25.6% Hispanic, 65.6% White, and 3.7% two or more races. We have seen an increase in sub-populations, specifically Hispanic. We have also seen an increase in at-risk and special education. There is under-representation in the gifted and talented services of Hispanic students compared to the overall population. The majority of at-risk students continue to struggle on state assessments. The majority of our teachers on campus are white females, and student-teacher ratios at around 19:1 to 23:1.

Demographics Strengths

- C-Town
- Required 90 min. tutoring per week
- Low drop out rate
- Low pregnancy rate
- Low migrant population
- High graduation rate

Problem Statements Identifying Demographics Needs

Problem Statement 1: Proper planning to staff faculty with growth of community **Root Cause**: Growth of the community

Problem Statement 2: Growing number of students in SPED and 504 **Root Cause**: Increase in population

Problem Statement 3: Increased percentage of dropouts **Root Cause**: Inability to retain students over the age of 18

Student Achievement

Student Achievement Summary

Celina High School achieved the "Met Standard" ranking, received one Distinction, and scored 97% in System Safeguards for the 2016 - 2017 TEA Accountability.

Student Achievement Strengths

- Continue to use data from various sources to disaggregate information
- Hispanic ELA growth
- Accountability increases in progress
- Level 2 performance moving toward more students are achieving a level 3
- ELA improvement on STARR EOC
- Increase in ACT and SAT scores for college readiness

School Culture and Climate

School Culture and Climate Summary

CHS follows the district code of conduct that has been approved by the CISD school board. CHS follows a common disciplinary matrix to remain consistent with all students for discipline consequences. A large number of students are involved in extracurricular activities. CHS offers a wide variety of student activities for involvement.

School Culture and Climate Strengths

- Students see staff as helping prepare for life
- Students are offered a wide variety of extra-curricular activities
- Fish camp for 9th grade students in the summer
- C-Town mentoring and tutoring
- Discipline referral decrease on campus and out of classroom placements reduced
- Addition of security and safety drill knowledge
- High academic expectations
- Pride in a positive environment

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Over 90% of staff members are considered to be highly qualified in their positions.All staff ranked no lower than proficient in their T-Tess evaluations 2016 - 2017. There has never been an issue of recruitment of teachers at C.H.S. Our staff attendance rate is above the 90% mark. We continue to carry on a teacher leader model with our departments and provide opportunity for professional learning communities within departments. Teacher leaders meet one time per month with administration for support and collaboration on needs for the departments. The faculty meets once a month for collaboration and important information driven from central administration. This is best for practice for, a great continual improvement model. Teacher leaders provide support for professional development to teachers helping with data support, teacher observations, and face-to-face collaboration with teachers for continued growth.

Staff Quality, Recruitment, and Retention Strengths

- Attendance and retention
- Summative evaluations
- Continual observations followed by collaboration
- Self-reflections and conversations through meetings with teacher leaders and administration
- Cohesiveness of staff
- Team oriented philosophy
- Continued communication and improvement

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Celina High School curriculum is TEKS aligned in scope and sequence through the TEKS Resource System. All teachers have access to the website which provides them with detailed information on what to teach. Teachers are responsible for developing instructional delivery of the curriculum that is responsive to their students' needs. Students are served with additional intervention instruction in multiple manners.

Curriculum, Instruction, and Assessment Strengths

- Continue to increase student performance for data
- Forethought lesson planning
- PLC continuation
- Teacher leader meetings with administration
- Form focus groups for student needs
- Higher level questioning for problem-solving
- Test alignment with EOC's in core areas
- Balance of formative and summative assessments
- Growth of Project-Based Lesson Learning

Family and Community Involvement

Family and Community Involvement Summary

There is a vast amount of community involvement with Celina High School. We have a Veterans Day Program, College Fair, Course Information Night, C.A.R.E. organization scholarship funding, art shows band concerts, choir concerts, dual credit information night, and personal graduation planning with parents and students. We also involve parents in ARD meetings on campus, site-based teams, bilingual meetings, GED adult preparation and testing, and school board meetings. Diverse groups are communicated with through dual language letters, phone calling systems, Hispanic parent meetings, etc. We have a paraprofessional, teacher, and community liaison to help with communication barriers as well.

Family and Community Involvement Strengths

- C-Town
- Parent contact day
- Site based team
- College Night
- College Fair
- Student course information night
- Extracurricular activities

School Context and Organization

School Context and Organization Summary

CHS is financially supported by Celina I.S.D. This funding includes all programs, grants, and outside facilities. The student to teacher ratio is below the state average. Time and resources are devoted to students who perform poorly on state assessments by offering intervention as well as individualized instruction. We have testing areas as well as class scheduling throughout the day for intense one to one and small group instruction to tighten achievement gaps. Teachers participate in campus decisions through site-based management techniques and team building atmospheres. Teachers have full autonomy in determining what assessments are used to evaluate individual students in the classroom. Teachers use a backward planning model to move their lessons toward assessments. Several school committees allow for teachers and parents, paraprofessionals, support staff, students, and administration to be heard and take part in problem-solving solutions for the campus. School expectations are very high academically as well as extracurricular. Most students strive to meet these challenges.

School Context and Organization Strengths

- Student to teacher ratio is below the state average
- Collaboration between teachers and administration
- Traditions and expectations continue to thrive

Technology

Technology Summary

Celina High School is progressing with one-to-one technology and is a Mac-driven campus. CHS use Google platform education as well as many applications that are both campus based and teacher based. Additionally, laptops are provided to each student. Projectors, digital cameras, and audio-visual equipment are used in the classroom. The proficiency of staff members has increased tremendously and there is teacher buy-in to the use of technology in the classroom. Real world experience and college readiness are the goals for CHS's one-to-one initiative. All subjects use technology to some degree for instructional purposes.

Technology Strengths

- Up-to-date wireless technology availability
- PD lunch and learns and earning technology badges for teachers
- Wide variety of technology options
- Content areas use technology
- All students have a device
- Lesson plans, assignments, and drop boxes all online
- Parent portal for grade tracking for parents

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Priorities

Priority 1: Community

Strategic Objective 1: Expand opportunities for involvement of all families.

Evaluation Data Source(s) 1:
% of community satisfied with opportunities based on survey
# of programs offered to ensure and increase per year at Celina High School
# of communicated volunteer opportunities
# of participants at family events

Strategic Measures 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Implement and or strengthen parent volunteerism at Celina High School.	Principal	Increase in parent activity and assistance throughout the school year.				
2) Increase the use of social media to connect to our parents and community to showcase students and their accomplishments.	High School Administration Media Specialist	More social media broadcast and more likes on our social media pages.				
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Priority 1: Community

Strategic Objective 2: Build relationships between the district and community organizations.

Evaluation Data Source(s) 2:
# of district personnel on city educational committees
# of community organization volunteers at campuses

Strategic Measures 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Host programs that brings the community into our building that showcases our facilities.	All High School Staff	Completion of programs Examples: 1. Veterans Day 2. Auctions 3. Banquets etc.				
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Priority 2: Excellence

Strategic Objective 1: Develop high quality educators dedicated to continuous improvement.

Evaluation Data Source(s) 1:
% increase of professional development opportunities
% of educator retention
% of teachers participating in PLCs
% of improvement in student growth index

Strategic Measures 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Developing higher quality secondary educators.	High School Administration	Trainings completed Certifications earned				
2) Provide teachers with relevant professional development and collaborative team time.	High School Administration Teacher Leaders	Higher teacher satisfaction on surveys and implementation of relevant PD throughout the school year.				
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Priority 2: Excellence

Strategic Objective 2: Provide courses and extra-curricular activities and events to maximize student education, development and wellness at Celina High School.

Evaluation Data Source(s) 2:
% increase of participation in extracurricular activities
# increased of extra-curricular activities offered

Strategic Measures 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Provide tutoring opportunities for all students 9-12.	High School Administration Teacher Leader	C-Town attendance Morning and afternoon tutoring with teachers Optional study hall				
2) New course offerings coming to Celina High School.	High School Administration Counselors	Growing enrollment in new course offerings. Examples: 1. S.W.A.T. 2. Principals of Health Science 3. Medical Terminology				
3) Celina High School will increase participation in extra curricular activities.	Extra Curricular sponsors/coaches	Increase number in clubs and UIL extra curricular activities.				
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Priority 2: Excellence

Strategic Objective 3: CHS will provide opportunities for students to develop the necessary skills for students and their necessary success.

Evaluation Data Source(s) 3:
# of systems and supports implemented
% of students indicating preparedness

Strategic Measures 3:

			Reviews			
Strategy Description	**Monitor**	**Strategy's Expected Result/Impact**	**Formative**			**Summative**
			Sept	**Nov**	**Mar**	**June**
1) Provide out of box opportunities to enhance life readiness after high school.	All High School Staff	Assemblies, guest speakers, career day, job fairs, college day, and technology training.				
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Priority 3: Innovation

Strategic Objective 1: Increase technology presence.

Evaluation Data Source(s) 1:

% increase in courses offered

% increase in enrollment/participation

increase in device to student ratio

increase in teachers participating in quality training

Strategic Measures 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Continued one-to-one with all students. Increase in all technology options through the CHS Media Center.	All Staff	Course work submitted through google classroom. Increased media usage by students and faculty.				
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Priority 3: Innovation

Strategic Objective 2: Increase collaborative learning spaces and opportunity.

Evaluation Data Source(s) 2:
% increase in implementation of flexible classrooms
# increase in teaming areas

Strategic Measures 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			**Summative**
			Sept	**Nov**	**Mar**	**June**
1) Provide students and teachers opportunity to think and work more collaboratively.	All High School Staff	Students and teachers using collaborative work spaces, white board tables, utilization of the creation station (media center).				
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Priority 3: Innovation

Strategic Objective 3: Provide students opportunities to create using project base lessons.

Evaluation Data Source(s) 3:
% increase of project/problem-based lessons
% increase in test scores for AP, SAT, & advanced levels on STAAR
% increase in teachers trained in PBL

Strategic Measures 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Professional development in the creation and development of project base lessons.	High School Administration Teacher Leaders	Providing teachers with take away lessons to be used in class.				
2) Increase walk throughs in classrooms to evaluate PBL progress.	High School Administration	Increased administrative presence in core and CT classrooms.				
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Priority 4: Leadership

Strategic Objective 1: Celina High School will provide various opportunities for students to develop leadership skills.

Evaluation Data Source(s) 1: % increase of students involved in leadership opportunities/activities on each campus

Strategic Measures 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Create and develop programs and organizations that allow for participation and development of leadership skills.	High School Administration Club Sponsors	Continue development of programs such as Student Council and Principals Advisory Team.				
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Priority 4: Leadership

Strategic Objective 2: Develop a plan to build educator capacity for leadership.

Evaluation Data Source(s) 2:
% of district employees participating in the plan
% increase of involvement in districtÂ€Â™s leadership academy

Strategic Measures 2:

Strategy Description	**Monitor**	**Strategy's Expected Result/Impact**	Reviews			
			Formative			**Summative**
			Sept	**Nov**	**Mar**	**June**
1) Continued use and implementation of new programs to place teachers in leadership positions.	Central Administration High School Administration	Increased enrollment in programs such as district leadership academy and masters programs.				
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Priority 4: Leadership

Strategic Objective 3: Design a detailed plan to address organizational structures and adequately prepare for projected growth.

Evaluation Data Source(s) 3: % of detailed plan implemented

Strategic Measures 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) CHS will continue to use appropriate data (internal and external) to establish processes to handle future growth.	High School Administration Pertinent External Organizations	Creation of new plans to handle growth over the next school year.				
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Priority 5: Stewardship

Strategic Objective 1: Celina High School will work collaboratively with all internal programs to distribute financial resources equitably across all organizations.

Evaluation Data Source(s) 1:
of top financial ratings and recognitions
% of financial resources spent on instruction and student activities

Strategic Measures 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) CHS will meet with programs throughout the year to stay current on the needs of all organizations.	High School Administration	Effective budgets the actively depict the needs of all organizations.				
2) Administration will attend financial training throughout the year to increase awareness and knowledge base of current financial trends.	High School Administration	Successful certification of completed trainings and or seminars.				
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Priority 5: Stewardship

Strategic Objective 2: Meet fast growing needs of our student population by anticipating and preparing for enrollment gains.

Evaluation Data Source(s) 2:
% of class size ratio
% use of existing facilities
% increase in supplemental funding from non-traditional sources

Strategic Measures 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Update the current high school plans to meet the growing demands of student enrollment.	High School Administration Counselors	Scalable internal policies that allow for fast growth. Examples: enrollment procedures/graduation				
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Priority 5: Stewardship

Strategic Objective 3: Preserve our existing culture and traditions of Celina High School while creating an empowering environment that provides the support that meets the physical, emotional, and behavioral needs of all students.

Evaluation Data Source(s) 3:
% of students and parents indicating satisfaction
# of supports provided based on counselor reports

Strategic Measures 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Create a trusting environment that allows teachers and students to take educational risk in order to be successful in high school and life.	All CHS Staff	More college enrollment Increase GPA's Higher student confidence More leadership Higher moral				
2) Continue to provide leadership training to all Celina High School staff.	High School Administration	Increase in leadership skills Outside leadership speakers coming to Celina High School				
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Campus Improvement Committee

Committee Role	Name	Position
campus administrator	Dave Wilson	Principal
campus administrator	Lori Gibbs	Assistant Principal
campus administrator	Lance Lemberg	Assistant Principal
Classroom Teacher	Josh Sharrock	CTE Teacher
Classroom Teacher	Jan Geller	Math Teacher
Classroom Teacher	Steve Nichols	Special Education
Classroom Teacher	Emily Orr	English Teacher
Classroom Teacher	Elisabeth Pope	Science Teacher
Classroom Teacher	Trey Schares	Agriculture Teacher
Classroom Teacher	Jennafer Smullin	Chemistry Teacher
Classroom Teacher	Dusty Hutson	History Teacher
Community Representative	Laura Mortenson	Community Representative
Non-classroom Professional	Kimberly Wilson	Counselor
Parent	Chris Neidhart	Parent