

**Celina Independent School District**  
**Celina High School**  
**2019-2020 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.*

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

The enrollment at Celina High School has shown consistent growth for the past few years. Celina High School is estimated to have around 900 students for the 2019-2020 school year which is up approximately 60 students from the previous year. CHS will have estimates of 455 male students and 445 female students. (.9% American Indian, .7% Asian, 5.9% African American, 31.5% Hispanic, 61.5% Caucasian, and 3.9% two or more races.

CHS has seen an increase in at-risk students as well as students needing special education services.

Student-teacher ratio at CHS for the 19-20 school year will approximately 24 to 1 and up to 29 to 1

### Demographics Strengths

- All Celina High School staff is GT certified.
- A growing number of staff members obtaining AP training
- Low drop out rate
- Low pregnancy rate
- High Graduation rate
- High teacher retention rate. (Number 1 in Region 10 & 11)
- School Marshal Program
- A higher level of security protocols in place

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** How will CHS increase scores within our ESL population and how to change that trend. **Root Cause:** Lack of ESL certified instructors on campus to address the growing numbers

# Student Academic Achievement

## Student Academic Achievement Summary

Celina High School achieved the 'Met Standard' ranking, receiving one Distinction, and scored 29 out of 30 on the 3 categories in safeguards for the 2018-2019 school year. Celina High School will provide PLC opportunities for our core content areas to ensure alignment both vertically and horizontally, common assessments throughout all subject matter, and Project-Based Lesson internal to classrooms achievement.

## Student Academic Achievement Strengths

- Accountability increases yearly
- Increase in SAT and ACT scores
- Highly competitive academically
- Professional Learning Communities (PLC's) for High School Teachers.
- Vertical and Horizontal alignment teams.
- C-Town for academic tutoring
- Pullout EOC Intervention
- Peer tutoring during the day

## Problem Statements Identifying Student Academic Achievement Needs

**Problem Statement 1:** Students don't have all the necessary information regarding college and career choices. **Root Cause:** Having the proper forums and information transfer to these groups in . timely manner.

**Problem Statement 2:** CHS has high failure rates in Algebra 1 in the first semester of their freshman year. **Root Cause:** Tough transition from 8th to 9th grade. / A definite need for intervention help during the day.

# School Processes & Programs

## School Processes & Programs Summary

### CURRICULAR

Celina High School curriculum is TEKS aligned in scope and sequence through the TEKS resource system. All teachers have access to this website which provides them with detailed information on what to teach. Teachers are responsible for developing the instructional delivery of the curriculum that is responsive to their students' needs. Students are served with additional intervention, (I.E. EOC, tutorial, daily interventions, etc.)

### PERSONNEL

Over 90% of all CHS staff is considered to be highly qualified in their position. This is determined by T-Tess evaluations, certifications held, and daily observations.

Recruitment of teachers has not been an issue at CHS. We rank #1 in turnover rate and rated by Regions 10 and 11 at under 4%. We utilize a teacher leader model for department leadership which allows for collaboration, PLC time during staff development days, and provides opportunities to analyze data within the department.

The retention of teachers at CHS has risen over the past few years due to the district increasing the district pay scale to be more competitive with surrounding districts.

### ORGANIZATIONAL & ADMINISTRATIVE

- Collaboration between teachers, administrators, and central office.
- Traditions and high expectations continue to thrive.
- Cutting edge technology devices at CHS.

## School Processes & Programs Strengths

### ORGANIZATIONAL & ADMINISTRATIVE

- Collaboration between teachers, administrators, and central office.
- Traditions and high expectations continue to thrive.
- Cutting edge technology devices at CHS.

## Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** Helping students new to CHS to feel included and informed when they enroll with Celina High School **Root Cause:** Over the past 2 years, we have noticed an increase in new students and we feel that they may not be exposed to all that CHS has to offer, as well as, not getting all their questions answered upon arrival.

**Problem Statement 2:** How will CHS offer intervention help to students during the school day. **Root Cause:** Students are spread thin and C-Town is not always an option for additional help.

# Perceptions

## Perceptions Summary

### SCHOOL CULTURE

CHS believes in a set of Values and expectations for 3 different groups.

#### 1) Student Expectations

- Leadership
- Self-Disciplined
- Honest
- Connected

#### 2) Parents

- Partners
- Engaged
- Advocates
- Respectful

#### 3) Faculty

- Team Player
- Passionate
- Risk-Taker
- Student-Empowering
- Engaging
- Professional

Additionally, 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 appropriate consequences.

A very large number of students are involved in extracurricular activities and CHS offers a wide variety of choices for students.

An abundance of activities designed to include more students in extracurricular activities

## Perceptions Strengths

### SCHOOL CULTURE

- Students are offered a wide variety of activities
- Fish camp for incoming 9th graders to discuss culture and expectations.
- C-Town mentoring and tutoring.

- Celina ISD police force on campus majority of the day.
- High academic expectations
- Great pride and respect in becoming leaders.

### **Problem Statements Identifying Perceptions Needs**

**Problem Statement 1:** Improve the communication pathways between the school and local families. **Root Cause:** Consistency in the tools we are using as well as the frequency with reach out to our families



# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Closing the Gaps Domain
- Accountability Distinction Designations

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- Career and Technical Education (CTE), including coherent sequence coursework aligned with the industry-based certifications, program growth and student achievement by race, ethnicity, and gender data
- Response to Intervention (RtI) student achievement data

## Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Student surveys and/or other feedback

- School safety data

### **Employee Data**

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus department and/or faculty meeting discussions and data
- Evaluation(s) of professional development implementation and impact

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

### **Support Systems and Other Data**









- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices

# Goals

## Goal 1: Community

**Performance Objective 1:** Celina High School will continue education for students and families, specific to educational improvements to help aid students attending college or entering the workforce.









**Evaluation Data Sources:** Community Surveys, college and career night.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The strategy is to continue to add programs for students that allow for increased knowledge for students wanting to attend college or enter the workforce. (2 additional programs added for students in the 19-20 school year.)</p> <p><b>Strategy's Expected Result/Impact:</b> An increase in the amount of positive interaction with the administration office and the High School. (Per the surveys)                      Assist with placing students into the workforce.                      Providing feedback to our established partners to be able to improve our overall college course offerings.</p> <p><b>Monitor:</b> Principal</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	Formative			Summative
	Sept	Nov	Mar	June
				
<p style="text-align: center;">  No Progress                          Accomplished                          Continue/Modify                          Discontinue                 </p>				

## Goal 1: Community

**Performance Objective 2:** Celina High School will offer Career Prep programs for students at Celina High School. Additionally, continue to build and nurture partnerships with local businesses to allow for more opportunities for students.





**Evaluation Data Sources:** Offer an open house at the High School to invite local businesses.  
 Encourage student participation, and positive summary reports from our partners regarding our students work ethic.


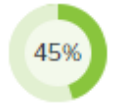
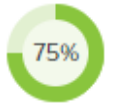





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will obtain jobs with help, (if needed) from CHS. Would like 10+ Students in a work program class. As well as students placed with mentors throughout the community.</p> <p><b>Strategy's Expected Result/Impact:</b> More real-life experience for students Growth opportunity for students. Additionally, developing stronger, long-lasting partnerships that will result in helping our students find jobs.</p> <p><b>Monitor:</b> Principal Program Manager Counselor</p> <p><b>Funding Sources:</b> Student Supplies for on site visits - 199 -- CISD - \$1,000</p>	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Community

**Performance Objective 3:** While looking to build relationships between Celina High School and community organizations, CHS will look to add additional corporate partners to assist and serve on committees at CHS. We are looking to add 2 additional businesses to our sponsorship/partnership list to be able to bring in-house to assist in the growth of our students.

**Evaluation Data Sources:** Surveys, response to social media, word of mouth.


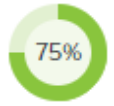
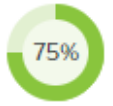

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The Celina HS strategy is to Increase the number of corporate partners to help spread the word about our school and its successes. Looking to add 2 additional (New) Partners.</p> <p><b>Strategy's Expected Result/Impact:</b> More opportunity to get our students exposure to real-world opportunities. Additionally, to provide our teachers and staff additional resources for their lessons in the classroom.</p> <p><b>Monitor:</b> Principal</p>	Formative			Summative
	Sept	Nov	Mar	June
				

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> CHS will increase the use of social media as a tool to reach existing and new local businesses. Double our social media posts from year to year.</p> <p><b>Strategy's Expected Result/Impact:</b> To reach more of our community to provide our students with additional resources for their growth and success after High School.</p> <p><b>Monitor:</b> Director of communication Principal Asst. Principals Media Specialist</p>	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Community

**Performance Objective 4:** Celina High School students will be exposed to a safe, respectful, drug-free environment. Additionally, they will be exposed to events and training that promote giving, respect, and leadership.

**Evaluation Data Sources:** Positive feedback from the community, students and staff regarding school spirit weeks, seminars, training, interactive events, and charitable opportunities.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Red Ribbon week, Veterans Day Event, Blood Drives, Safe Driving lectures, Autism awareness, Bullying awareness, FCA, and other opportunities that present themselves throughout the year.</p> <p><b>Strategy's Expected Result/Impact:</b> Instill respect, leadership and a community of giving to these students so they can have a strong foundation for contributing to society.</p> <p><b>Monitor:</b> Principal Counselors Program leaders</p> <p><b>Funding Sources:</b> Various programs hosted by CHS - 199 -- CISD - \$5,000</p>	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> CHS will schedule and complete all safety drills for the entire year.</p> <p><b>Strategy's Expected Result/Impact:</b> To be in compliance with state organizations and to ensure student safety.</p> <p><b>Monitor:</b> Chief of Police</p>	Formative			Summative
	Sept	Nov	Mar	June

Principal Asst. Principal				
No Progress      Accomplished      Continue/Modify      Discontinue				

**Goal 2: Excellence**

**Performance Objective 1:** Celina High School will continue to develop high-quality educators dedicated to continuous improvement.









**Evaluation Data Sources:** We will evaluate based upon the academic success of students in areas such as standardized testing, and overall GPA.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Creating a schedule to ensure teachers are able to meet to discuss during PLC's every week. A Minimum of 3 PLC meetings per week. <b>Strategy's Expected Result/Impact:</b> Retention rate for teachers Higher Moral PLC Mastery <b>Monitor:</b> Principal Assistant Principals  <b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.5, 2.6 <b>Funding Sources:</b> PLC Trainings and PD - 199 -- CISD - \$1,000	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Additionally, Celina HS will work with teachers to develop additional staff development areas. Surveys will be performed to determine the most immediate PD needs. <b>Strategy's Expected Result/Impact:</b> The expectation is to create a community of collaboration which will set a foundation for better instruction and better curriculum. <b>Monitor:</b> Principal	Formative			Summative
	Sept	Nov	Mar	June
No Progress      Accomplished      Continue/Modify      Discontinue				

**Goal 2: Excellence**

**Performance Objective 2:** Celina High School will promote extra-curricular activities and events to maximize student education, development, and wellness.

**Evaluation Data Sources:** The evaluation will be based upon the percentage of students we have participating in our programs

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> CHS is looking to add a minimum of 2 new programs next school year. As well as encourage all students to participate in at least one extracurricular activity to help promote balance in the students educational experience.</p> <p><b>Strategy's Expected Result/Impact:</b> By adding these clubs, CHS will continue to build extra curricular options for all students which in turn will help raise the percentage of students involved. Additionally, with more participation, discipline incidents will decrease.</p> <p><b>Monitor:</b> Principal Asst. Principal Club sponsors</p> <p><b>Funding Sources:</b> Equipment needed for these clubs. - 199 -- CISD - \$500</p>	Formative			Summative
	Sept	Nov	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				









**Goal 2:** Excellence

**Performance Objective 3:** Celina High School will provide additional CTE classes and additional support for all students to ensure student success throughout their high school career.

**Targeted or ESF High Priority**

**Evaluation Data Sources:** CHS will add at least 1 new CTE course in the 2019-2020 school year. Additionally, we will ensure that we will look at certification testing options for all students eligible for these tests.



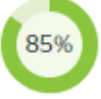



Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> CHS's strategy will be to add the Health Science curriculum to the offerings already under the CTE umbrella.</p> <p><b>Strategy's Expected Result/Impact:</b> The expected result will be to create a new pathway offering in the coming years that allows students to take classes related to the Health Science field, and get hands-on experience while doing that.</p> <p><b>Monitor:</b> Asst. Superintendent of Curriculum Principal Counselors</p> <p><b>Funding Sources:</b> Supplies needed for new CTE course, (Health Science) - 244--CTE - \$7,000</p>	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Excellence

**Performance Objective 4:** Celina High School will continue to work to promote Verticle alignment within the High School and working with the Jr High teachers. Additionally, cross-curricular High School meetings will occur to ensure multiple areas of the curriculum will be addressed throughout the year.

**Evaluation Data Sources:** Discussions with all CHS and CJS stakeholders, as well as student improvement reports.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The strategy is to continue to vertically and horizontally align our curriculum to ensure students have an excellent transition from grade to grade and consistency in each subject area. This alignment strategy will take place during our PLC meetings.</p> <p><b>Strategy's Expected Result/Impact:</b> Higher test scores Lower Failure rates every 9 weeks and yearly. Increased and targeted rigor</p> <p><b>Monitor:</b> HS Administration JR High Administration Teacher Leaders (Both Campuses)</p>	Formative			Summative
	Sept	Nov	Mar	June
				

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> To help create a community of unity from one campus to another. This will allow for discussion among different grade levels to ensure consistency. A minimum of 2 meetings with the Junior High Teachers to encourage Verticle alignment.</p> <p><b>Strategy's Expected Result/Impact:</b> This will result in a much smoother transition between not only subjects but different grade levels.</p> <p><b>Monitor:</b> Campus Principals Teacher Leaders</p>	Formative			Summative
	Sept	Nov	Mar	June
No Progress                 Accomplished                 Continue/Modify                 Discontinue				

**Goal 2: Excellence**

**Performance Objective 5:** Celina High School will ensure that all ELAR Teachers will obtain their ESL Certifications by the end of the 2019-2020 school year.





**Evaluation Data Sources:** Certifications obtained and turned into High School administration and Central Office.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> CHS will monitor and aide all English Teachers to ensure that ESL certifications are completed no later than May 1st, 2020.</p> <p><b>Strategy's Expected Result/Impact:</b> By obtaining ESL certifications, it places CHS in compliance, as well as, equips our teachers with the tools to deliver the highest quality education to ESL students.</p> <p><b>Monitor:</b> High School Administration</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> CHS will offer additional training (if applicable) and time during the year to collaborate prior to the certification test.</p> <p><b>Strategy's Expected Result/Impact:</b> To continue to enhance the learning of our teachers as well as keeping up with new educational trends.</p> <p><b>Monitor:</b> Principal Assistant Superintendent of Curriculum</p>	Formative			Summative
	Sept	Nov	Mar	June
No Progress                 Accomplished                 Continue/Modify                 Discontinue				

**Goal 3: Innovation**

**Performance Objective 1:** Celina High School will expand CTE pathway, Celina High School will also create additional pathway opportunities for all students.

**Evaluation Data Sources:** CHS will students surveys, Region 10 information, and updates, state updates received at the summer conference, and local and regional trends to evaluate direction for new pathways.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilizing all information at our disposal, CHS will identify new pathways that will ensure new opportunities and experiences for students. One new pathway will be created in the 2019-2020 school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Fun, engaging classes. College and career readiness Leading to certification in certain industry.</p> <p><b>Monitor:</b> Principal CTE Director Counselors</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.4, 2.6</p>	Formative			Summative
	Sept	Nov	Mar	June
	50%	100%	100%	100%
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Continue to research CTE opportunities and work with Region 10 to better understand any changes that come from the state.</p> <p><b>Strategy's Expected Result/Impact:</b> To continue to ensure CHS is offering the best possible CTE experience pertaining to pathways and endorsements, as well as, having these lead to industry certification.</p> <p><b>Monitor:</b> Principal CTE Director</p>	Formative			Summative
	Sept	Nov	Mar	June
	50%	75%	100%	100%
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3: Innovation**

**Performance Objective 2:** Celina High School will utilize our current collaborative learning spaces to provide teachers and students will flexible, creative, collaborative workspaces.

**Evaluation Data Sources:** Celina HS will be moving a core content department to assist them with having the availability to be more creative and enhance learning.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Determine the proper core content group to move to our north end collaborative workspaces. This will allow for creative collaborative lessons and additional safety.</p> <p><b>Strategy's Expected Result/Impact:</b> The results Celina HS is looking for is an increase in project based lessons utilizing the more flexible collaborative space. Additionally, this move will provide a balance of teachers throughout both academic wings which will provide a higher level of safety and security.</p> <p><b>Monitor:</b> Principal Asst. Principals Teacher Leaders</p>	Formative			Summative
	Sept	Nov	Mar	June
No Progress                 Accomplished                 Continue/Modify                 Discontinue				

**Goal 3: Innovation**

**Performance Objective 3:** Celina High School will develop our students to be creative and critical thinkers utilizing engaging and project-based lessons.

**Evaluation Data Sources:** The evaluation we will be looking for will include increases in summative benchmarks, a higher pass rate on AP exams and a \_\_\_ increase on STAAR exams.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The strategy used for this will include PBL summer academy for teachers. PLC time built into our school day for the development of utilizing data to develop better lessons</p> <p><b>Strategy's Expected Result/Impact:</b> The expected outcomes are higher order thinking. Better STAAR scores Collaborative classrooms</p> <p><b>Monitor:</b> Principal Asst. Principal Teacher Leaders</p>	Formative			Summative
	Sept	Nov	Mar	June
No Progress                 Accomplished                 Continue/Modify                 Discontinue				

**Goal 3: Innovation**

**Performance Objective 4:** Celina High School will develop a Student advisory committee that offers input on the safety and security at Celina High School













**Evaluation Data Sources:** We are looking for positive feedback from students and ideas that can be implemented to continue to add to our ever-evolving safety and security plan.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The CHS admin team will meet monthly with select students to discuss ideas for how to continue to improve the safety and security of Celina High School.</p> <p><b>Strategy's Expected Result/Impact:</b> The expected result is a shared vision of what school safety needs to be a CHS.</p> <p><b>Monitor:</b> Principal Chief of Police (CHS) Select Students</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Allow CHS students to have more of a voice in their education, including the safety and security of the school.</p> <p><b>Strategy's Expected Result/Impact:</b> To enhance the security of the campus while developing more of trust about the input our students will have pertaining to safety.</p> <p><b>Monitor:</b> Principal Chief of Police Student Leaders</p>	Formative			Summative
	Sept	Nov	Mar	June
No Progress       Accomplished       Continue/Modify       Discontinue				

**Goal 3:** Innovation

**Performance Objective 5:** Celina High School will implement a school orientation parent night to invite parents and students to meet the staff and discuss each students curriculum in all classes.

**Evaluation Data Sources:** We are looking to have a consistent number of families that attend, as well as, student participation.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Choose a night during the first 9 weeks. Develop a rotating schedule to allow all families and students to get to all classes.</p> <p><b>Strategy's Expected Result/Impact:</b> CHS is wanting to ensure we are working with families to set the proper expectations for the academic career for our students.</p> <p><b>Monitor:</b> Principal Asst. Principal Teacher Leaders Counselors Teachertds</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 3.1, 3.2 <b>Funding Sources:</b> Parent Night / Supplies - 199 -- CISD - \$1,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Additionally, CHS wants to promote extracurricular clubs and activities, discuss CTE pathways with parents, and continue to develop community partnerships</p> <p><b>Strategy's Expected Result/Impact:</b> To bring the community into our building to have a better understanding of CISD's strategic plan.</p> <p><b>Monitor:</b> Principal Asst. Principal Teacher Leaders Counselors</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4: Leadership**

**Performance Objective 1:** Celina High School will create opportunities for students to develop leadership skills during the academic day.

**Evaluation Data Sources:** An increase in the number of students in campus leadership roles.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will develop leadership qualities while working with strategic groups that will bring ideas forward that will enhance the learning at CHS. (Ex. Student Safety Council, Principal Advisory Team, etc.)</p> <p><b>Strategy's Expected Result/Impact:</b> The results that CHS is looking for is to create two committees that will be student led. We are also hoping to bring forward ideas to the campus in the area of safety and security.</p> <p><b>Monitor:</b> Principal Asst. principals Teachers</p>	Formative			Summative
	Sept	Nov	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4: Leadership**

**Performance Objective 2:** Celina High School will implement a Professional Learning Community by creating a schedule that allows for teacher groups to have time during the day to collaborate.

**Evaluation Data Sources:** Increase collaboration between teachers that will directly lead to student improvement.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The creation of a model that allows teachers to have a PLC period in their schedule that will put teachers together to have quality discussions for student improvement. Minimum 3 days per week.</p> <p><b>Strategy's Expected Result/Impact:</b> Higher levels of Teacher Satisfaction. Increase in student scores. Better college and career readiness. Higher attendance with students and teachers.</p> <p><b>Monitor:</b> Principal Assistant Principals Teacher Leaders Teachers</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The creation of Common Formative and Summative assessment. All 4 core content areas throughout the year.</p> <p><b>Strategy's Expected Result/Impact:</b> Consistency across all our classes both vertically and horizontally</p> <p><b>Monitor:</b> Asst. Superintendent of Curriculum</p>	Formative			Summative
	Sept	Nov	Mar	June

Principal Asst. Principals Teacher Leaders				
No Progress      Accomplished      Continue/Modify      Discontinue				

**Goal 4: Leadership**

**Performance Objective 3:** Celina High School will design an organizational plan to address a foundational schedule that will allow for student growth in the coming years.

**Evaluation Data Sources:** CHS will look at demographic student enrollment data to look at enrollment projections in the next 1 to 5 years.

Strategy 1 Details	Reviews			
	Formative			Summative
	Sept	Nov	Mar	June
<b>Strategy 1:</b> CHS will need to create a new schedule that allows for more collaboration in class, educator PLC time, and extended classroom time to enhance PBL's. <b>Strategy's Expected Result/Impact:</b> The expected results will be to develop a block or hybrid schedule for review to be implemented for the 2020 - 2021 school year. <b>Monitor:</b> Principal				
No Progress      Accomplished      Continue/Modify      Discontinue				

**Goal 4: Leadership**

**Performance Objective 4:** Celina High School will design and implement a new procedure for schedule changes on campus.

**Evaluation Data Sources:** Success for this new procedure will be a significant decrease in schedule changes for the school year.








Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The strategy is to direct students back to teachers in order to have communication about the requested schedule change. That communication will include a meeting with the teacher, student, and parents.</p> <p><b>Strategy's Expected Result/Impact:</b> Allow teachers to meet with parents about the issues the students are having in class.</p> <p>Creates a flowchart so all parties, Teacher, parents, students, counselors, and admin, are in the loop as to why a change is needed.</p> <p><b>Monitor:</b> Principal PEIMS Coordinator</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Additionally, this principle is designed to limit the number of schedule changes we have thus ensuring a smoother more balanced Master Schedule. The goal is to cut schedule changes by 40%, (year to year)</p> <p><b>Strategy's Expected Result/Impact:</b> The expectation for this is a schedule with much more balanced classrooms and not overcrowding in some sections.</p> <p><b>Monitor:</b> Principal PEIMS Coordinator</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
No Progress       Accomplished       Continue/Modify       Discontinue				

**Goal 4: Leadership**

**Performance Objective 5:** Celina High School will develop a zero hour lunch schedule and a flex period student-led tutoring team to assist students with academic assistance and an opportunity to get help with missing assignments.

**Evaluation Data Sources:** We will utilize the 9-week failure lists and assessment data to determine success.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> CHS will create a program that will motivate and help eliminate missing assignments for students. Additionally, CHS will create a team that will offer tutoring for students to receive intervention assistance during the school day.</p> <p><b>Strategy's Expected Result/Impact:</b> The expected result is a lower percentage of failures, specifically in Math and English.</p> <p><b>Monitor:</b> Principal Asst. Principal Teacher Leaders Counselors</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>









Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> CHS will create a program that will motivate and help eliminate missing assignments for students. Additionally, CHS will create a team that will offer tutoring for students to receive intervention assistance during the school day.</p> <p><b>Strategy's Expected Result/Impact:</b> To minimize the percentage failure rate in specific programs such as Math and English.</p> <p><b>Monitor:</b> Principal Asst. Principals Counselors Teacher Leaders</p>	Formative			Summative
	Sept	Nov	Mar	June
	0%	0%	0%	
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** Stewardship

**Performance Objective 1:** Celina High School will engage in summer training which will involve our Teacher Leaders attending a PLC Training in the summer of 2019.

**Evaluation Data Sources:** This training is designed to increase the level of PLC knowledge to ensure our groups have leadership during PLC meetings in 19-20





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Training is designed as a train the trainer situation to prepare a portion of our staff to be able to be the leaders in a PLC environment. PLC Conference in San Antonio will be attended by administration and Teacher Leaders.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher Retention Teacher Preparation Specific PD for our teachers.</p> <p><b>Monitor:</b> Principal</p> <p><b>Funding Sources:</b> PLC Summer Conference - 211-Title I - \$3,000</p>	Formative			Summative
	Sept	Nov	Mar	June
	30%	75%	100%	100%









Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Goals for these meetings are to always follow 4 questions.            Are our discussions helping to create high quality , engaging lessons for all students.            Are we addressing Performance goals.            Are we increasing student engagement            Are we increasing academic rigor.</p> <p><b>Strategy's Expected Result/Impact:</b> Higher results for students.            Increase engagement and rigor.            Teacher retention.</p> <p><b>Monitor:</b> Asst. Superintendent of Curriculum            Principal            Assistant Principal            Teacher Leaders</p>	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5: Stewardship**

**Performance Objective 2:** Celina High School will develop creative ways to ensure that educational wants and new programs can be funding in a timely manner.

**Evaluation Data Sources:** New Program ideas are to obtain outside funding from local industry to begin programs earlier in their assigned life cycle.

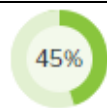
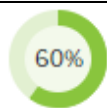






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The strategy is to work with local industry and new businesses to push external funding to the High School in order to begin new programs.</p> <p><b>Strategy's Expected Result/Impact:</b> Possible new programs            1) Stem            2) Computer Science            3) Law Enforcement</p> <p><b>Monitor:</b> Central Admin            Principal            Asst. Principals            Teachers            Students            Parents</p>	Formative			Summative
	Sept	Nov	Mar	June
				

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Develop a creative fund raising idea to help drive funds for new programs. <b>Strategy's Expected Result/Impact:</b> The development of new programs and groups. <b>Monitor:</b> All Stakeholders at CHS	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5: Stewardship**

**Performance Objective 3:** Celina High School will develop a 3 to 5-year plan, working with administration, to assist in meeting the fast-growing needs of our student while preparing for enrollment gains.





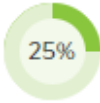







**Evaluation Data Sources:** Working with administration and Templeton demographics, CHS will establish a needs plan that established the needs and wants of the High School.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The strategy is to have a needs assessment established to help guide our high school during the aggressive growth timeframe in the next 3 to 5 years. <b>Strategy's Expected Result/Impact:</b> The strategy is to create and finalize a guide that aides and assists CHS with staffing, keeping class sizes low, and identifying existing funding opportunities. <b>Monitor:</b> Principal Central Office Campus Teams	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5: Stewardship**

**Performance Objective 4:** Celina High School will work with our core academic departments to continue to send teachers to AP Training to continue to develop our staff to allow for the best delivery of curriculum.




**Evaluation Data Sources:** Continuing to add individuals that attend and work through the AP Academy.








Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> This strategy will increase the level of educational knowledge for our teachers as well as assist them with becoming a master teacher.</p> <p><b>Strategy's Expected Result/Impact:</b> CHS teachers will develop new techniques, lessons, and delivery methods to enhance learning in the classroom.</p> <p><b>Monitor:</b> Principal Teacher Leaders.</p> <p><b>Funding Sources:</b> AP Enrollment - 199 -- CISD - \$1,500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> To have these teachers begin to take a leadership role in professional development on our campus.</p> <p><b>Strategy's Expected Result/Impact:</b> This will allow CHS to bring pertinent PD to our campus without having to bring an outside specialist to us. Also, hearing information from peers is a good way to get an idea or concept to stick with existing staff.</p> <p><b>Monitor:</b> Principal Asst. Principal Teacher Leaders</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5:** Stewardship

**Performance Objective 5:** Celina High School teachers will communicate with students and parents through the google classroom application. This will allow for better utilization of our foundational education tool.

**Evaluation Data Sources:** Google classroom reports, as well as, activity within each google classroom.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> CHS will use Google classroom to aid in increased rigor per classroom. The goal is for all teachers at CHS to be utilizing this technology in the 19-20 School year.</p> <p><b>Strategy's Expected Result/Impact:</b> Better education rigor Higher levels of communication with parents. Higher student performance and accountability.</p> <p><b>Monitor:</b> Principal Assistant Principals Teacher Leaders.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
				

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Additionally, the tool will be used as a communication portal for parents, (along with Parent Portal) to keep families up to date with their child's education. The High School goal will be for all teachers to reach out to every parent during the school year.</p> <p><b>Strategy's Expected Result/Impact:</b> The results will be to increase communication with parents which will decrease failures and increase parent involvement.</p> <p><b>Monitor:</b> Principal Asst. Principal Teacher Leaders</p>	Formative			Summative
	Sept	Nov	Mar	June
	 50%	 80%	 90%	
 No Progress  Accomplished  Continue/Modify  Discontinue				

# Campus Funding Summary

199 -- CISD					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1	Student Supplies for on site visits		\$1,000.00
1	4	1	Various programs hosted by CHS		\$5,000.00
2	1	1	PLC Trainings and PD		\$1,000.00
2	2	1	Equipment needed for these clubs.		\$500.00
3	5	1	Parent Night / Supplies		\$1,000.00
5	4	1	AP Enrollment		\$1,500.00
<b>Sub-Total</b>					<b>\$10,000.00</b>
211-Title I					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	1	1	PLC Summer Conference		\$3,000.00
<b>Sub-Total</b>					<b>\$3,000.00</b>
244--CTE					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	3	1	Supplies needed for new CTE course, (Health Science)		\$7,000.00
<b>Sub-Total</b>					<b>\$7,000.00</b>
<b>Grand Total Budgeted</b>					<b>\$0.00</b>
<b>Grand Total Spent</b>					<b>\$20,000.00</b>
<b>+/- Difference</b>					<b>-\$20,000.00</b>

# Addendums