

Celina Independent School District
Celina High School
2020-2021 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 2020-2021 school year which is up approximately 60 students from the previous year. CHS will have estimates of 435 male students and 426 female students. (.9% American Indian, .6% 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.

The student-teacher ratio at CHS for the 20-21 school year will approximately 24 to 1 and up to 27 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)
- A higher level of security protocols in place
- Full-time Police Officer on campus

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): CHS will lower failure rates among SPED and ESL Populations **Root Cause:** A need for additional SPED personnel and a growing population.

School Processes & Programs

School Processes & Programs Summary

Celina High School emphasizes to our staff a great need for professional development and encourages the use of outside entities to provide this. (I.E. Region 10)

CHS also assigns mentor teachers to new hires to our district. This allows new teachers a direct contact for Q&A and helps the learning curve for our campus. CHS teachers also attend a new teacher academy hosted by admin once a month to learn about our district and get the support needed to make their transition smooth

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): CHS will need to begin to look at ways to scale its mentorship program as we continue to grow and hire new teachers and staff. **Root Cause:** Growth trends in Celina are steep and staff will be added as a result of growing student numbers.

Perceptions

Perceptions Summary

Celina High School believes strongly in community as it pertains to education. CHJS prides itself on teaching our students a strong foundation of hard work and tenacity while instilling respect and leadership qualities to them. We believe strongly in setting the proper expectations for our teachers, our parents, and of course our students. The examples below are the foundation of the qualities we are looking for in all of these areas.

These are:

PARENTS Expectations

- 1) Partner
- 2) Engage
- 3) Advocate
- 4) Be Respectful

FACULTY Expectations

- 1) Team Player
- 2) Passionate
- 3) Risk-Taker
- 4) Student Empowering
- 5) Engaging
- 6) Professional

STUDENT Expectations

- 1) Leader
- 2) Self-Disciplined
- 3) Honest
- 4) Connected

Perceptions Strengths

Celina High School, utilizing its campus culture surveys, identified the following strengths

- 1) The partnership between parents and the school
- 2) The multitude of activities
- 3) Staff and Teachers take care of their students
- 4) Caring environment

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): CHS, based upon our surveys, needs to be better with community communication **Root Cause:** More activities means more information to publish. A growing number of students participating in activities as well leads to less time to publish successes.

Problem Statement 2 (Prioritized): Discipline as it pertains to the changing culture of students, as well as consistency throughout the process **Root Cause:** A changing dynamic with students leads to new issue that we must lead our young people through.

Priority Problem Statements

Problem Statement 1: CHS will lower failure rates among SPED and ESL Populations

Root Cause 1: A need for additional SPED personnel and a growing population.

Problem Statement 1 Areas: Demographics

Problem Statement 5: CHS will specifically target moving students from approaching to meets and meets to mastered after remote learning in the spring of 2020

Root Cause 5: Managing students during remote learning may have set them back. CHS will work to identify those gap areas and bring those students forward as well as grow them.

Problem Statement 5 Areas: Student Learning

Problem Statement 2: CHS will need to begin to look at ways to scale its mentorship program as we continue to grow and hire new teachers and staff.

Root Cause 2: Growth trends in Celina are steep and staff will be added as a result of growing student numbers.

Problem Statement 2 Areas: School Processes & Programs

Problem Statement 3: CHS, based upon our surveys, needs to be better with community communication

Root Cause 3: More activities means more information to publish. A growing number of students participating in activities as well leads to less time to publish successes.

Problem Statement 3 Areas: Perceptions

Problem Statement 4: Discipline as it pertains to the changing culture of students, as well as consistency throughout the process

Root Cause 4: A changing dynamic with students leads to new issue that we must lead our young people through.

Problem Statement 4 Areas: Perceptions

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals

Accountability Data

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

Student Data: Assessments

- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- SAT and/or ACT assessment data
- SSI: Apex Learning accelerated reading assessment data for English I and II (TEA approved statewide license)
- Local benchmark or common assessments data
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Student Data: Student Groups

- Male / Female performance, progress, 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
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Attendance data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment 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













- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: Community

Performance Objective 1: Celina High School will provide opportunities for academic and extracurricular involvement for all families.













Evaluation Data Sources: # of opportunities offered to meet the needs of all programs
of participants involved as our overall student numbers increase.









Strategy 1 Details	Reviews			
<p>Strategy 1: CHS will support campus involvement by hosting events on our campus that provide the necessary information and encourage parents, family, and community engagement.</p> <p>These are: Parent information nights Scholarship night Awards nights Principal roundtables Meet the teacher College and Career Night.</p> <p>Strategy's Expected Result/Impact: Our goal is to increase the number of families that attend our event as well as the number of people that volunteer on our campus. Additionally, an increase in programs from year to year.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals</p> <p>Schoolwide and Targeted Assistance Title I Elements: 3.2</p> <p>Funding Sources: Parent nights and Principal Roundtables - 199 -- CISD - \$1,000</p>	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: CHS will continue to dedicate a staff member to be in charge of being a liaison for parents that have a desire to assist programs at the High School and recruit and grow the number of these individuals throughout the year. We would like to grow that number to 20.</p> <p>Strategy's Expected Result/Impact: Grow and identify volunteers to assist CHS with their internal programs.</p> <p>Staff Responsible for Monitoring: Principal Program Coordinator</p>	Formative			Summative
	Sept	Nov	Mar	June
				
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Goal 1: Community

Performance Objective 2: Celina High School will continue to implement programs that provide opportunities for students to intern with and work in local businesses.

Evaluation Data Sources: An increase in the number of students interning or working in local businesses.





Strategy 1 Details	Reviews			
<p>Strategy 1: Maintain the CHS CTE advisory committee to develop new partnerships and job opportunities for students. (Strategic Plan)</p> <p>Strategy's Expected Result/Impact: Increase our Career Prep program numbers and have internship opportunities for students. Career Prep numbers to surpass 50 students in 20-21</p> <p>Staff Responsible for Monitoring: Principal CTE Director</p> <p>Funding Sources: Mail outs / Catering for meetings / Posters - 199 -- CISD - \$500</p>	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: CHS will add to its growing list of companies that we can place students in for internships, mentorships, and practicum classes. 5 new companies in 20-21. (Strategic Plan)</p> <p>Strategy's Expected Result/Impact: Having more businesses and choices, students will have opportunities to explore different industries and career choices.</p> <p>Staff Responsible for Monitoring: Principal CTE Director</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Celina High School will identify local businesses & local colleges to explore partnerships and grants that will strengthen internal programs. (Strategic Plan)</p> <p>Staff Responsible for Monitoring: Principal CTE Director</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Sept	Nov	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Work closely under the state guidelines, and with local businesses to enhance certifications and licenses opportunities that students can obtain at the end of a CTE pathway. The goal for next year is to offer all applicable tests to students who meet the requirements.</p> <p>Strategy's Expected Result/Impact: The final expectation is that students who complete a coherent sequence in a CTE certified area will be offered the certification course applicable with that pathway.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal CTE Director CTE Teachers</p> <p>Funding Sources: Certification prep courses and tests. - 244--CTE - \$5,000</p>	Formative			Summative
	Sept	Nov	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Excellence

Performance Objective 1: Celina High School will develop high-quality educators dedicated to improving the level of instruction at the High School

Evaluation Data Sources: More professional development options
PLC conferences

Strategy 1 Details	Reviews			
<p>Strategy 1: CHS will embed opportunity for teachers to observe educators inside and outside their field of employment to observe other methods and to improve instruction. The goal will be to have each employee do this once per semester.</p> <p>Strategy's Expected Result/Impact: The strategy is to allow our teachers to observe different styles of teaching to help build better collaboration which will lead to exemplary lesson plans and content for our students</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Teacher Leaders</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Sept	Nov	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: CHS will implement an A/B block schedule for the 2020 - 2021 school year which will allow for PLCs to occur across all core and elective content areas.</p> <p>Strategy's Expected Result/Impact: Allow for cross-curricular PLCs during the day More individual time with students Fewer classes per day to prepare for</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: CHS will develop and implement new ideas to recognize employees for creative ideas and superior classroom instruction. The goal is to develop 2 new programs for employee recognition. (Strategic Plan)</p> <p>Strategy's Expected Result/Impact: Higher morale Competition between teachers for best practice ideas. Educator collaboration Teachers taking leadership roles Team Building activities for teachers</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals</p> <p>Funding Sources: Possible Prizes - 199 -- CISD - \$500</p>	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 2: Excellence

Performance Objective 2: Celina High School will develop and promote school-wide activities that enhance student education, awareness, wellness, and promote high self-esteem.













Evaluation Data Sources: A better understanding of events
More students involved in school-wide activities

Strategy 1 Details	Reviews			
<p>Strategy 1: CHS will work with students, parents, and teachers to develop new high-interest clubs for students to participate in while allowing for additional community support. (Strategic Plan)</p> <p>Strategy's Expected Result/Impact: New clubs and activities allows for more student participation. More opportunities to compete.</p> <p>Staff Responsible for Monitoring: Assistant Principals All Teachers and Staff CHS Students</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: CHS will survey its students, teachers, and staff to solicit ideas for new and varied extracurricular activities that will develop the necessary skills needed for college or career exploration. Once each semester.</p> <p>Strategy's Expected Result/Impact: Generate ideas for new student opportunities. Increases student involvement in extracurricular programs.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 2: Excellence

Performance Objective 3: Celina High School will offer new Principle level CTE courses in the 2020 - 2021 school year designed to create choice among our student body.

Evaluation Data Sources: Increased enrolment in CTE courses
Additional Pathways being created
Certifications being created and offered

Strategy 1 Details	Reviews			
<p>Strategy 1: CHS will implement new CTE course offerings based upon interest surveys offered in the 19-20 school year. These classes will include:</p> <ol style="list-style-type: none"> 1) Criminal Justice / Legal Studies 2) Emergency Services 3) Computer Science / Cybersecurity 4) Engineering / Robotics 5) Graphic Design <p>Strategy's Expected Result/Impact: More choices for students A variety of options to satisfy student wants. Increase in the number of CTE classes offered. Weekend CTE Opportunities</p> <p>Staff Responsible for Monitoring: Principal CTE Director Counselors</p> <p>Funding Sources: Marking items and tools - 199 -- CISD - \$2,500</p>	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: CHS will continue to offer first-level principle level courses in 8th grade that will satisfy High School credits. The strategy for 20-21 is 2 new courses being offered at the 8th-grade level. (Strategic Plan)</p> <p>Strategy's Expected Result/Impact: Credits being offered at the Junior High allow for more options for students to take CTE classes in High School. This leads to multiple pathway opportunities prior to graduation.</p> <p>Staff Responsible for Monitoring: CTE Director HS Principal Jr High Principal</p>	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Innovation

Performance Objective 1: Celina High School will expand professional development opportunities for technology use in the classroom for teachers and students.

Evaluation Data Sources: More PD for teachers
SWAT students assisting teachers with lessons

Strategy 1 Details	Reviews			
<p>Strategy 1: CHS will offer staff lunch and learns, as well as, PD opportunities during PLC times. The goal will be to identify and educate teachers with two new technology opportunities next year that can be utilized in their classrooms with students.</p> <p>Strategy's Expected Result/Impact: More utilization of technology tips and tricks in the classroom. More team teaching in the classroom</p> <p>Staff Responsible for Monitoring: Assistant Principal SWAT Teacher SWAT Members</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: CHS will identify student interest with 2 surveys per year which will be utilized to identify desired courses, career opportunities, and pathways that interest our students. (Strategic Plan)</p> <p>Strategy's Expected Result/Impact: To identify courses and careers of interest with our student body.</p> <p>Staff Responsible for Monitoring: Principal CTE Director</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: CHS students will create a school overview video that will be used on our web site to talk about who Celina High School is, and important facts about what we offer. Next Year, our goal is to have a video for each area of concentration.</p> <p>Strategy's Expected Result/Impact: To provide people information about who we are and what we offer To tell our story To provide program information to outside community members.</p> <p>Staff Responsible for Monitoring: Principal AV Teacher</p> <p>Funding Sources: Filming, storage and general setup and editing - 244--CTE - \$2,500</p>	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 3: Innovation

Performance Objective 2: Celina High School will create new collaborative learning spaces in our High School for outside participants and volunteers at CHS.

Evaluation Data Sources: Increase in classrooms with innovative furniture.
More teaming areas

Strategy 1 Details	Reviews			
Strategy 1: CHS will continue to update furniture to accommodate a collaborative environment and lead to higher-level thinking and learning. CHS will target two classrooms next school year.	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: CHS will provide a maker space for Robotics & Engineering to create and build projects for competitions and for the development of new ideas. Strategy's Expected Result/Impact: Having a dedicated area at CHS will enhance student involvement which will allow for more creativity and better team results in competition. Staff Responsible for Monitoring: Principal Robotics Team lead Funding Sources: Equipment, Space, and coaching stipend. - 244--CTE - \$2,500	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 3: Innovation

Performance Objective 3: Celina High School will continue to develop students to be creative thinkers and workers while instilling leadership qualities as well.

Evaluation Data Sources: More Project-based lessons
 More in-class time with projects
 Hands-on experiments

Strategy 1 Details	Reviews			
<p>Strategy 1: CHS will continue to provide PLC time for teachers each day for the creation of PBL's. With a new Bell Schedule being implemented in 20-21, teachers will have time during the day to work on these items. Our goal is the addition of one more PBL per teacher for the school year. (Strategic Plan)</p> <p>Strategy's Expected Result/Impact: Increase in student learning Increase in the amount of work turned in Assessment scores go up Lower failure rate</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Teacher Leaders Assistant Superintendent of Curriculum</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: CHS will expand our UIL competition levels across Academic competitions. Our goal is to involve more students in competitions to foster competition, creative thinking, and participation. (Strategic Plan)</p> <p>Strategy's Expected Result/Impact: Having more student participation will lead to higher expected results and student being interest in areas not yet discovered. CHS's goal is to increase our participation level by 10%.</p> <p>Staff Responsible for Monitoring: District UIL coordinator Principal Campus Coordinator</p>	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 4: Leadership

Performance Objective 1: Celina High School will continue to provide leadership opportunities within and outside of the school day. As well as, opportunities for the development of those skills.

Evaluation Data Sources: Higher participation in leadership
 Higher participation in election type of leadership opportunities.

Strategy 1 Details	Reviews			
<p>Strategy 1: Celina High School will have a student advisory team that will assist high school administration with information flow down to students and back up to admin. 2 students from each grade level will be on this team of 8</p> <p>Strategy's Expected Result/Impact: Better communication with our students leads to Ideas created by students and those ideas can be brought forth and implemented. This ensures a student voice in their education.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p> <p>Funding Sources: Meetings, materials, etc. - 199 -- CISD - \$1,000</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: CHS will have a "Mentor Monday" period during our activity/flex time. This will be a homeroom setting for students, every Monday, that will allow teachers to check in on their mentees each week. Students will be assigned to teachers and stay with them until they graduate. Additionally, that time can be utilized for character development lessons for all students.</p> <p>Strategy's Expected Result/Impact: To ensure we check in on each student weekly and to develop strong mentor / mentee relationships throughout our campus.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals All Teachers Counselors</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: CHS will continue to offer a leadership academy for at-risk students during our activity/flex time.</p> <p>Strategy's Expected Result/Impact: To reach those students who are struggling or not motivated. To show them there is another way and to give them the confidence to be better.</p> <p>Staff Responsible for Monitoring: Principal Campus RTI Coordinator Teacher of Leadership time</p> <p>Funding Sources: Snacks / Literature / Acticties - 199 -- CISD - \$1,000</p>	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 4: Leadership

Performance Objective 2: Celina High School will develop new plans and objectives to provide leadership opportunities for educators on our campus.

Evaluation Data Sources: More teachers leading focus groups
More teachers leading programs at CHS

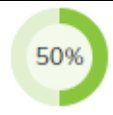

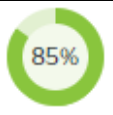
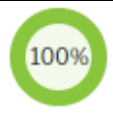




Strategy 1 Details	Reviews			
<p>Strategy 1: CHS will enhance our existing campus programs and use aspiring teacher leaders to lead and run these activities. (such as Veterans Day, Homecoming, etc.) teacher leaders will have an opportunity to provide leadership and direction for those areas. (Strategic Plan)</p> <p>Strategy's Expected Result/Impact: The development of more campus leaders that can be available for promotion or new programs. Higher communication between leadership and teacher base.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: CHS will discuss, (with all teachers) career goals and provide guidance and training opportunities for those aspirations. These goals will be reflecting in the T-Tess yearly goals.</p> <p>Strategy's Expected Result/Impact: Better communication of goals Better understanding of aspirations of our staff</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 5: Stewardship

Performance Objective 1: Celina High School will provide equitable financial resources to all programs per the requirement and needs of those groups.

Evaluation Data Sources: Per student allocation
Additional needs-based upon requirements.

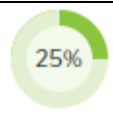
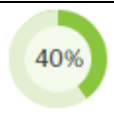

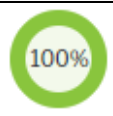
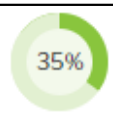
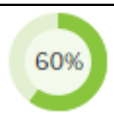
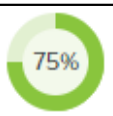





Strategy 1 Details	Reviews			
<p>Strategy 1: CHS will allocate funds to all departments and activities based on a per student allocation.</p> <p>Strategy's Expected Result/Impact: Funds to cover all events and supplies needed</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: CHS will monitor spending and survey departments each semester for any forecasted expenditures for the following year. Strategy's Expected Result/Impact: Better forecasting of budget Update and add furniture for growth Staff Responsible for Monitoring: Principal	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: Stewardship

Performance Objective 2: Celina High School will work with CISD to monitor student growth to prepare for additional staffing and classroom needs.









Evaluation Data Sources: Class size ration below 25 to 1
Utilization of facilities

Strategy 1 Details	Reviews			
Strategy 1: CHS will use data given to CHS by the administration to monitor student growth in order to prepare for additional faculty needs. Strategy's Expected Result/Impact: This data will be used in the campus needs assessment to ensure CHS has all necessary resources to provide for student growth. Staff Responsible for Monitoring: Principal	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: CHS will continue to monitor the needs of their faculty and staff by establishing a culture and atmosphere suggestion area to continue to monitor and meet the needs of our employees. Strategy's Expected Result/Impact: Higher morale New ideas recognition opportunities. Staff Responsible for Monitoring: Principal Funding Sources: Prizes, materials - 199 -- CISD - \$2,000	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: Stewardship

Performance Objective 3: Celina High School will maintain its existing campus culture by creating new programs to support and mentor new teachers, as well as, develop new leadership throughout the campus.





Evaluation Data Sources: Higher employee satisfaction
Fewer mistakes when filing school-based paperwork

Strategy 1 Details	Reviews			
<p>Strategy 1: CHS will begin to develop a plan for term limits on all leadership positions. This will allow for new candidates to have the opportunity to apply and earn a leadership role at the high school</p> <p>Strategy's Expected Result/Impact: Leadership opportunities will be allowed for new candidates New Ideas Renewed excitement in the departments.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p>	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 6: Academic Excellence

Performance Objective 1: Celina High School will improve academic scores in multiple areas by utilizing data, internal programs, and targeted emphasis for certain students.

Evaluation Data Sources: STAAR Benchmark testing
MAP Testing data
Formative and Summative reviews

Strategy 1 Details	Reviews			
<p>Strategy 1: CHS will increase English 1 & 2 scores by raising student levels from Approaches to Meets by 10%, by utilizing MAP 2020 testing and targeted strategies for certain students.</p> <p>Strategy's Expected Result/Impact: The expected can be achieved with targeted intervention and data analysis. The result is student growth in these targeted areas and higher overall test results.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals English Teacher Leader</p>	Formative			Summative
	Sept	Nov	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: CHS will increase Algebra 1 scores by raising student levels from Approaches to Meets by 10%, by utilizing 2020 MAP testing and targeted strategies for certain students. Staff Responsible for Monitoring: Principal Assistant Principal Math Teacher Leader	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 6: Academic Excellence

Performance Objective 2: Celina High School will develop and utilize new intervention strategies to emphasize learning and to raise improvement levels.



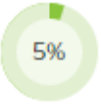





Evaluation Data Sources: Reports and data from new programs
comparison of year to year data trends

Strategy 1 Details	Reviews			
Strategy 1: CHS will develop at least one new program to be used during ur activity/flex period next year to target low performers and help them with emphasis on low areas. Strategy's Expected Result/Impact: This new program will allow teachers to specifically mentor students a minimum of once a week for a selected amount of time. This mentorship will allow for an emphasis n academics, behavior, & social emotional stability and growth. Staff Responsible for Monitoring: Principal Assistant Principals Teacher Leaders	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 6: Academic Excellence

Performance Objective 3: Celina High School will utilize our activity period, one day per week, to provide training and mentorship to students in several critical areas of growth.

Evaluation Data Sources: TEA State Requirements
CISD Strategic Plan

Strategy 1 Details	Reviews			
<p>Strategy 1: CHS will use our Mentor Monday activity period to provide training in the following areas on a rotation basis.</p> <ul style="list-style-type: none"> 1) Social-Emotional Support 2) Behavioral Management 3) Technology 4) Leadership and Character Development 4) MTSS / Intervention <p>Strategy's Expected Result/Impact: The results we are expecting will be to better support our students in all aspects of school outside of straight academics. Surveys of students and teachers will provide feedback as to the effectiveness of our programs.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum</p>	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Campus Funding Summary

199 -- CISD					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Parent nights and Principal Roundtables		\$1,000.00
1	2	1	Mail outs / Catering for meetings / Posters		\$500.00
2	1	3	Possible Prizes		\$500.00
2	3	1	Marking items and tools		\$2,500.00
4	1	1	Meetings, materials, etc.		\$1,000.00
4	1	3	Snacks / Literature / Acticties		\$1,000.00
5	2	2	Prizes, materials		\$2,000.00
Sub-Total					\$8,500.00
244--CTE					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	4	Certification prep courses and tests.		\$5,000.00
3	1	3	Filming, storage and general setup and editing		\$2,500.00
3	2	2	Equipment, Space, and coaching stipend.		\$2,500.00
Sub-Total					\$10,000.00
Grand Total Budgeted					\$0.00
Grand Total Spent					\$18,500.00
+/- Difference					-\$18,500.00

Addendums