

**Celina Independent School District**  
**Celina High School**  
**2021-2022 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.*

# Table of Contents

- Comprehensive Needs Assessment 4
  - Demographics 4
  - School Processes & Programs 4
  - Perceptions 5
- Priority Problem Statements 7
- Comprehensive Needs Assessment Data Documentation 8
- Goals 10
  - Goal 1: Celina High School will provide a safe, civil, and collaborative culture for all stakeholders. 11
  - Goal 2: Celina High School will provide and support effective teaching in every classroom. 14
  - Goal 3: Celina High School will provide and support a guaranteed viable curriculum for all stakeholders. 16
- Campus Funding Summary 18
- Addendums 19

# 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 1000 students for the 2021-2022 school year which is up approximately 120 students from the previous year. CHS will have estimates of 486 male students and 524 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 and 504 services.

The student-teacher ratio at CHS for the 21-22 school year will be approximately 22 to 1 and up to 26 to 1

### Demographics Strengths

- 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 SRO Officer on campus
- School Marshals on campus

### Problem Statements Identifying Demographics Needs

**Problem Statement 1 (Prioritized):** How will CHS will lower failure rates among SPED and ESL Populations **Root Cause:** A need for additional staff and changes to the overall SPED organizational setup.

# 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 direct contact for Q&A and helps the learning curve for our campus. CHS teachers also attend a new teacher academy hosted by the 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:** Ensuring the plan for HB4545 is implemented and all students receive the support needed to close the achievement gap in the 21-22 school year. **Root Cause:** The pandemic during the 19-20 school year left gaps in student education.

# Perceptions

## Perceptions Summary

Celina High School believes strongly in the community as it pertains to education. CHS prides itself on teaching our students a strong foundation of hard work and tenacity while instilling respect and leadership qualities in 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:** How does Celina High School hold on to its traditions while our district and community are growing at a rapid pace? **Root Cause:** An increase in growth will cause our district to double in size in the next 3 to 5 years.

# Priority Problem Statements

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

**Root Cause 1:** A need for additional staff and changes to the overall SPED organizational setup.

**Problem Statement 1 Areas:** Demographics

**Problem Statement 2:** CHS will specifically target moving students from approaching to meets and meets to master for the 21-22 school year.

**Root Cause 2:** Closing the achievement gap after the 20-21 school year.

**Problem Statement 2 Areas:** Student Learning



# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Progress 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)
- (STAAR) current and longitudinal results, including all versions
- STAAR released test questions
- STAAR EL progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- 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
- SSI: Apex Learning accelerated reading assessment data for English I and II (TEA approved statewide license)
- Student failure and/or retention rates
- Local benchmark or common assessments data
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

## Student Data: Student 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, progress, and participation data
- 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
- Career and Technical Education (CTE) data, including coherent sequence coursework aligned with the industry-based certifications, program growth and student achievement by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data

#### **Student Data: Behavior and Other Indicators**

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

#### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- Equity data
- TTESS data
- T-PESS data

#### **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:** Celina High School will provide a safe, civil, and collaborative culture for all stakeholders.

**Performance Objective 1:** Celina High School will develop strategies to ensure the safety of all students and staff, while enhancing and promoting a safe, civil and collaborative culture.




Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> CHS will conduct monthly meetings of our campus assessment and care team to ensure all parties are aware of potential safety and security issues on campus.</p> <p><b>Strategy's Expected Result/Impact:</b> Ensure at-risk students are identified and monitored. Ensure all team members openly discuss any existing concerns. Identify students who potentially need to be added to the list.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal Counselors Nurse SRO</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - <b>Targeted Support Strategy</b></p>	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Celina High School will work directly with our campus Student Resource Officer (SRO) to develop an Expolers Police Program at CHS.</p> <p><b>Strategy's Expected Result/Impact:</b> Get students involved in a program to educate them on the law enforcement field. Give students an opportunity to learn about the career and all the advantages to it.</p> <p><b>Staff Responsible for Monitoring:</b> Student Resource Officer Principal</p> <p><b>Funding Sources:</b> Resources to create a start up program - 199 -- CISD - \$3,000</p>	Formative			Summative
	Sept	Nov	Mar	June
				




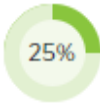






Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Celina High School, while working in campus Professional Learning Communities, (PLC) will work directly with core content-specific teams, CTE &amp; Fine Arts to continually develop the content of our campus PLC's while promoting a safe, civil and collaborative environment.</p> <p><b>Strategy's Expected Result/Impact:</b> Verticle and horizontal alignment of classes. Easier transitions to next level classes and grade levels</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principals Assistant Superintendent of Curriculum Curriculum Coach Region 10 Lesson Study Team</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Additional Training for PLC - 255--Title II - \$2,000</p>	Formative			Summative
	Sept	Nov	Mar	June
	 25%	 50%	 75%	

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

**Goal 1:** Celina High School will provide a safe, civil, and collaborative culture for all stakeholders.

**Performance Objective 2:** Celina High School will provide opportunities for our families to be involved in the creation of the campus culture. Additionally, we will be looking for community members to be involved in our campus site-based committee.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Solicit community members and parents to assist with campus-based committees. (5 or more)</p> <p><b>Strategy's Expected Result/Impact:</b> Community assistance will help develop an in-depth CIP plan for CHS. Site-based for safety and security at CHS / Policy suggestions for changes to the student handbook.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p>	Formative			Summative
	Sept	Nov	Mar	June
	 20%	 45%	 70%	

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Promote opportunities to involve our community in events at CHS. Examples of these events include Veterans Day, College and Career night, scholarship night, CTE Night.</p> <p><b>Strategy's Expected Result/Impact:</b> To teach and inform our students about respecting the past, but also educating them on programs that we have here at CHS, as well as inform them of opportunities for college</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Counselors CTE Director</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Resources for these programs - 199 -- CISD - \$3,000</p>	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Involve our community businesses in planning meetings to enhance our CTE offerings and potential internship and job opportunities for our students.</p> <p><b>Strategy's Expected Result/Impact:</b> Create partnerships with local businesses to develop relationships that are important to student placement. To better understand the needs of businesses to better prepare our students for employment, post High School</p> <p><b>Staff Responsible for Monitoring:</b> Principal CTE Director Counselors</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Resources for meetings and deliverables - 244--CTE - \$2,500</p>	Formative			Summative
	Sept	Nov	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 1:** Celina High School will provide a safe, civil, and collaborative culture for all stakeholders.




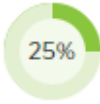

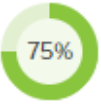
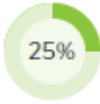

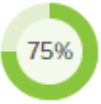




**Performance Objective 3:** Celina High School will support all students and staff through enhance counseling, social-emotional programs, and partnership programs to enhance the experience for all at CHS.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Celina High School will meet with selected students monthly to collaborate ideas and better understand the students and their needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Have a group that can be a liaison between the admin and our student body. Solicit ideas from students</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principals</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Celina High School will continue to grow student growth programs such as AVID, the Ambassador Program, CTE Work Program, internship opportunities, and certifications upon graduation for all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Growth opportunities professionally and personally. Certifications and job opportunities.</p> <p><b>Staff Responsible for Monitoring:</b> Principal CTE Director AVID and Ambassador teachers</p> <p><b>Funding Sources:</b> Resources for projects - 199 -- CISD - \$1,000</p>	Formative			Summative
	Sept	Nov	Mar	June
<p style="text-align: center;">  No Progress               Accomplished               Continue/Modify               Discontinue       </p>				

**Goal 2:** Celina High School will provide and support effective teaching in every classroom.

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











**Evaluation Data Sources:** Retention rate  
 Number of certifications obtained  
 Internal staff being promoted to new positions

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Celina High School will identify highly motivated teachers and target areas of interest to help them with training opportunities for professional growth. (Target 3+ educators for the 21-22 School Year)</p> <p><b>Strategy's Expected Result/Impact:</b> Investing in our current staff preparing staff for positions that will be available due to growth Teacher Leaders for each content area</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principals Teacher Leaders</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</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> Celina High School will partner with Region 10 to research and implement the Texas Lesson Study model to develop a specific and common language for PLCs, lesson planning, and curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> Common PLC agendas and language Better data identification and usage Better communication during PLC Vertical and horizontal alignment</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principals Curriculum coach Teacher Leaders</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Celina High School will continue to identify and recognize teachers that go over and above to support and help their colleagues and students on campus. (Monthly awards and recognition)</p> <p><b>Strategy's Expected Result/Impact:</b> High morale High Teacher retention Additional recruitment of teachers</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Office Manager</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
				
<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 2:** Celina High School will provide and support effective teaching in every classroom.

**Performance Objective 2:** Celina High School will identify educators with specific industry-based experience to enhance all current and future CTE classes offered.

**Evaluation Data Sources:** Specific Interviews with new candidates  
Partnerships with local businesses

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Targeted CTE recruitment of teachers that have specific experience in the content areas we are targeting with our pathways.</p> <p><b>Strategy's Expected Result/Impact:</b> Real-world experience will enhance the CTE course offerings Growth based upon class interest Additional funding for CTE participants</p> <p><b>Staff Responsible for Monitoring:</b> CTE Director Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
	 25%	 50%	 80%	
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Celina High School administration, working with the Director of CTE, in looking at creating a CTE counselor position at the High School for the 2nd semester of the 21-22 school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Work with students on course of study and CTE pathways. Assist students with a better understanding of what CTE courses have to offer. Work with the Director of CTE to ensure that the CCMR points are obtained and tracked each school year.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Director of CTE Lead Counselor</p> <p><b>TEA Priorities:</b> Connect high school to career and college <b>Funding Sources:</b> CTE Prostitution - 244--CTE - \$50,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
	 35%	 35%	 80%	
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** Celina High School will provide and support a guaranteed viable curriculum for all stakeholders.

**Performance Objective 1:** Celina High School will work to develop and enhance a common campus language for instruction throughout shared courses.

**Evaluation Data Sources:** Alignment throughout specific courses that crossover between teachers.
















Alignment of all coursework (Daily work, Quizzes, Tests)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> CHS Administration will work with Teacher Leaders and curriculum coaches to strengthen PLCs with guidance and tools that directly strengthen the effectiveness of the PLC meetings and the instruction in the classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> The common language in all PLC meetings (Common agenda / Norms / common assessment) Monitor student academic growth with Map Testing (English &amp; Math)</p> <p><b>Staff Responsible for Monitoring:</b> All Staff at CHS</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Celina High School will continue to develop and implement support structures that are available to all students that allow for crossover and active teacher support to address students' academic needs and gaps.</p> <p><b>Strategy's Expected Result/Impact:</b> HB4545 Tutoring will help close the academic gap from the previous school year. ICU tutoring with help with missing assignments from our students.</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>Funding Sources:</b> ICU Program / HB4545 - 255--Title II - \$5,000</p>	Formative			Summative
	Sept	Nov	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** Celina High School will provide and support a guaranteed viable curriculum for all stakeholders.

**Performance Objective 2:** Celina High School will establish a foundation and specific programs that directly support College & Career Readiness for all students.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Celina High School will identify local businesses to partner with in order to provide opportunities for internships and jobs while students are in high school or post-graduation.</p> <p><b>Strategy's Expected Result/Impact:</b> Stronger relationships with local businesses. Real-world opportunities for students Add 5 more new businesses to our partnership list</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principals CTE Director</p> <p><b>TEA Priorities:</b> Connect high school to career and college</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> Celina High School will work directly with Collin College (locally) and other universities, to offer dual credit courses that cover core content areas, as well as, CTE classes.</p> <p><b>Strategy's Expected Result/Impact:</b> Additional Dual credit offerings Partnership opportunities to enhance our CTE career pathways</p> <p><b>Staff Responsible for Monitoring:</b> Principal CTE Director</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Celina High School, working with Collin College, will have a Collin College counselor on campus each day to assist students with enrollment procedures and post-secondary questions.</p> <p><b>Strategy's Expected Result/Impact:</b> To increase the number of students who go to college after High School To assist students with the enrollment process through Collin College or different universities. Assist CHS by being a liaison between the COLlege and the High School.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Connect high school to career and college</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				

# Campus Funding Summary

199 -- CISD					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Resources to create a start up program		\$3,000.00
1	2	2	Resources for these programs		\$3,000.00
1	3	2	Resources for projects		\$1,000.00
<b>Sub-Total</b>					<b>\$7,000.00</b>
255--Title II					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Additional Training for PLC		\$2,000.00
3	1	2	ICU Program / HB4545		\$5,000.00
<b>Sub-Total</b>					<b>\$7,000.00</b>
244--CTE					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	3	Resources for meetings and deliverables		\$2,500.00
2	2	2	CTE Prossition		\$50,000.00
<b>Sub-Total</b>					<b>\$52,500.00</b>
<b>Grand Total Budgeted</b>					<b>\$0.00</b>
<b>Grand Total Spent</b>					<b>\$66,500.00</b>
<b>+/- Difference</b>					<b>-\$66,500.00</b>

# Addendums