

Hutto Independent School District
Hutto High School
2012-2013 Campus Improvement Plan

Mission Statement

The mission of Hutto High School is to advance student achievement beyond state and national standards and to prepare students for post-secondary opportunities. We commit to create and sustain a community in which each member utilizes twenty-first century skills and best practices. We provide a supportive, comprehensive and collegial system that actively engages individuals in collaboration, reflection, and data driven refinement of instructional practices.

Vision

1. We will provide multiple opportunities for students to be successful and demonstrate their accomplishments.
2. We will model engaging and rigorous instructional practices.
3. We will provide professional development that is on-going , high quality and relevant
4. We will provide timely, accurate, and pertinent data to drive instruction
5. We will provide trusting and collegial professional learning communities.
6. We will provide structures to effectively communicate with administrators, teachers, students, parents, and community.

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Comprehensive Needs Assessment

Student Achievement

Student Achievement Summary

2010-2011 TAKS Data

EOC Operational Data

Student Achievement Strengths

Student Achievement Needs

AA Math and Science

ELL

ECODIS Math and Science

School Culture and Climate

School Culture and Climate Summary

PBIS Staff and Student Survey Data

School Culture and Climate Strengths

School Culture and Climate Needs

Discipline consistency

Recognizing positive student behavior

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Eduphoria Data by Objective; 3 year analysis

Curriculum, Instruction, and Assessment Strengths

Curriculum, Instruction, and Assessment Needs

Comprehensive Needs Assessment Data Documentation

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

- District goals
- Campus goals
- AEIS data - longitudinal
- AEIS data - current
- AYP data
- Professional learning communities discussions
- Campus and/or district planning and decision making committee meeting discussions
- Local benchmark or common assessments results
- Number of students assigned to special programs, including their academic achievement, race/ethnicity, gender, etc.
- Drop-out rates
- Attendance data
- Discipline records
- Student surveys and/or feedback
- Staff surveys and/or feedback
- Prior year budgets/entitlements and expenditures in relation to current year funding and priorities
- Campus leadership and/or department meetings
- Campus faculty meeting discussions
- District committee meeting discussions
- Student failure and/or retention rates
- Prior year(s) campus and/or district improvement plans
- Staff development evaluations, surveys, and/or needs assessment(s)
- Study of best practices
- Texas Assessment of Knowledge and Skills (TAKS) results including TAKS (Accommodated), TAKS-M, and TAKS-Alt
- Texas English Language Proficiency Assessment System (TELPAS) results
- End-of-Course (EOC) Assessments results
- Advanced Placement (AP) and/or International Baccalaureate (IB) test results
- SAT and/or ACT test results
- Special education population, including performance, discipline, attendance, and mobility
- Homeless population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL population, including performance, discipline, attendance and mobility
- Career and Technical Education (CTE) population, including performance, discipline, attendance and mobility
- College Readiness Data
- Campus committee meeting discussions

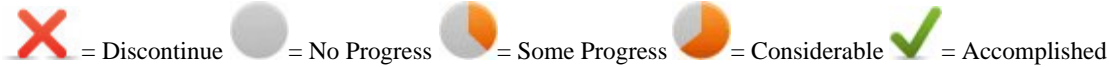
- NCLB Report Card data
- STAAR, STAAR Spanish, STAAR Modified, STAAR Alternate, and STAAR L testing requirements
- Completion Rates / Graduation Rates
- RTI Committee Minutes & Intervention Processes
- STAAR Released Test Questions
- STAAR Data Released from TEA
- PDAS data
- Race/Ethnicity data, including performance, discipline, attendance and mobility
- Students served by Section 504, including performance, discipline, attendance and mobility
- Dyslexic population, including performance, discipline, attendance and mobility
- Response to Intervention (RtI) data

Goals

Goal 1: Hutto High School will help ALL students achieve their maximum potential. All learning styles will be addressed and every student will receive instruction that is appropriate for their current academic level. Instruction will be targeted to meet the needs of each student, including cultural, language, and special needs. The district will ensure that instruction is consistent all grade levels and from campus to campus.

Performance Objective 1: Hutto ISD will have a curriculum that is aligned to state standards in order to inspire excellence in academics.







Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide CScope training to all Core areas	*Baker *Roth *Coy *Campbell *Casey *Barnes	*Training sign in sheets *YAG Development *Assessment Calendar *Classroom Observations *Lesson Plans	✓			
2) Ensure all instructional/leadership practices are aligned to Foundation Trinity	*Baker	PD Training Agendas *PD Training *Sign In Sheets *PLC Agenda *PLC Sign In Agendas	✓			
						

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Performance Objective 2: Demonstrate and practice a variety of research based instructional practices that yield high levels of academic success modifying, where appropriate, for all levels of learners in order to inspire excellence in academics.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Refine and implement Fundamental Five structure and practices	*Baker *Roth *Coy *Campbell *Casey *Barnes	*Fundamental Five Data *Classroom Observations *Lesson Plans *Passing Rates *Standardized Testing Data				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

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Performance Objective 3: Common Assessments will be created by instructional specialists, administered every three weeks, and the data analyzed after each administration.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Attend Common Assessment Boot Camp	*Baker	*Sign In Sheets *PD for First Week of School Agenda *All Core Members trained				
2) Develop PLC cycle to allow for CBA development and refinement	*Baker	PLC Cycle in place *PLC Agendas *PLC Sign In Sheets				
3) CBAs will be administered every 3 weeks and data will be disaggregated in PLCs	*Baker *Roth *Coy *Campbell *Casey *Barnes	PLC Agendas *PLC Sign In Sheets *Data profiles of fragile students *Increasing in Pass Rates *Increased performance on Standardized testing				
4) Develop CBA development process	*Baker *Roth *Coy *Campbell *Casey *Barnes *Bowden *Wilcott *Roth *M. Vasquez	CTC Complete for entire year *CBA Assessment Calendar *Question bank developed *PLC Cycle in place *PLC Agendas *PLC Sign In Sheets				
= Discontinue = No Progress = Some Progress = Considerable = Accomplished						

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Performance Objective 4: Continue Character Education Initiatives started in 2011 as a way to inspire excellence in Character











Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Develop and implement student, parent and staff climate surveys	*Campbell *LaChance	*Surevy data				
2) Review campus discipline data monthly	*Campbell *LaChance	*Skyward reports *PBIS Agendas				
3) Work with SRO program to assess campus safety	*Campbell *LaChance	Monthly SRO Reports *Safety team agendas *Cliimate survey				
4) Increase recognition for staff and student positive behaviors (Hippo Way: Respect, Responsibility, and Safety)	*Campbell *LaChance	Quest for Excellence nominations *PBIS meeting agendas *Discipline data *Observations *Preceptual data.				
5) Develop and implement campus-wide service project	*Campbell *LaChance	*Planning Agendas *Service hours completed *Advertisment of event *Service Project				
= Discontinue = No Progress = Some Progress = Considerable = Accomplished						

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Performance Objective 5: Provide students identified as needing support through the Limited English Proficient (LEP), At-Risk, or Dyslexia, Special Education Programs with research-based instructional strategies, interventions, programs and services that are designed to accelerate their language acquisition and improve their academic achievement.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Continue 2nd year of SIOP Cohort and have a SIOP teacher trained for each 9th and 10 grade class by the end of the year	*Baker *Coy	*Cohort Agendas *Sign In Sheets *PD Sign In Sheets				
2) All LPAC identified students have been placed in SIOP classroom	*Baker *Coy *Hendricks	*Class rosters *LPAC Meeting Minutes				
3) All 9-12 teachers will be ESL trained and certified by 12-13	*Baker *Coy	*Teacher Certifications				
4) SPED Department will meet weekly to address student progress	*Baker *Raynor	*Agendas *Sign In Sheets *Passing rates *Standardized test scores *CBA scores				
5) Create Study Skills class for SPED students to access Achieve 3000 intervention and individualized assistance.	*Baker *Raynor	*Class Rosters *Achieve 3000 Reports *Case Manager Notes				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 2: Hutto High School will attain the highest level of academic achievement as measured by State and Federal standards. Achievement, scheduling, and advisement will be evaluated at the district, campus and grade level to stress excellence in all areas including college preparation, career readiness, and tech prep.

Performance Objective 1: Provide all students with the opportunity for attainment of college credit, industry certification, and other post-secondary options while obtaining a high school diploma.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Apply for Advise Texas Grant for additional College Counselor	Baker	Completion of grant				
2) Increase DC classes offered during the school day	Baker	Class Roster Course Offerings				
3) Explore certification options for CTE classes.	Baker	Increase in certifications available to students Increase in number of students receiving industry certifications				
4) Hire more teachers with content specific Master degrees	Baker	Increase in the number of teachers eligible to teach DC classes				
= Discontinue = No Progress = Some Progress = Considerable = Accomplished						

Goal 2: Hutto High School will attain the highest level of academic achievement as measured by State and Federal standards. Achievement, scheduling, and advisement will be evaluated at the district, campus and grade level to stress excellence in all areas including college preparation, career readiness, and tech prep.

Performance Objective 2: Ensure that all students and all student groups (African-American, Hispanic, White, students served in special education, students classified as economically disadvantaged, and students classified as Limited English Proficient) meet or exceed performance expectations on STAAR in grades 3-8. Ensure that 90% of students and all student groups in grades on EOC in grades 9-10 and Exit-level meet performance expectations on TAKS.

Summative Evaluation:







Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Refine and implement Lead Your School Model.	*Baker *Roth *Coy *Campbell *Casey *Barnes	*Fundamental Five Data *Observations				
2) Develop, implement, and monitor Lesson Planning Cycle across all disciplines.	*Baker *Roth *Coy *Campbell *Casey *Barnes	*100% of lesson plans are turned in each week. *Classroom observations are aligned with Lesson Plans, YAG, and IFD				
3) Develop common assessments in math, ELA, social studies, and science to evaluate mastery of student learning objectives every 3 weeks.	*Baker *Roth *Coy *Campbell *Casey *Barnes	*PLCs twice a week with core area departments with supervising administrator present (agendas/minutes from these PLCs) *Data disaggregation of CScope assessments by fragile groups and teachers within subject areas.				
4) Complete frequent formative observations and adjust instructional program and student interventions	*Baker *Roth *Coy *Campbell *Casey *Barnes	*Observations *CBA data				

 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished

Goal 2: Hutto High School will attain the highest level of academic achievement as measured by State and Federal standards. Achievement, scheduling, and advisement will be evaluated at the district, campus and grade level to stress excellence in all areas including college preparation, career readiness, and tech prep.

Performance Objective 3: All campuses will meet the yearly AYP requirement of the Federal program "No Child Left Behind".

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Identify and adopt instructional practices to target AA Math performance	*Baker *Campbell *Bowden	*CBA Data				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 2: Hutto High School will attain the highest level of academic achievement as measured by State and Federal standards. Achievement, scheduling, and advisement will be evaluated at the district, campus and grade level to stress excellence in all areas including college preparation, career readiness, and tech prep.

Performance Objective 4: High School Completion Rate and Dropout Rate will meet State expected levels.








Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Leaver Team will meet every 6 weeks to audit Leavers	*Baker *Yanis	*Leaver record audits *Agendas *Sign In Sheets				
2) Counselors and Administrators will continually assess off track students for RHA placement	*Baker *Roth	*Cohort graduation rates * Monthly Guidance meeting Agenda *Sign In sheets				
= Discontinue = No Progress = Some Progress = Considerable = Accomplished						

Goal 2: Hutto High School will attain the highest level of academic achievement as measured by State and Federal standards. Achievement, scheduling, and advisement will be evaluated at the district, campus and grade level to stress excellence in all areas including college preparation, career readiness, and tech prep.

Performance Objective 5: Special focus will be given to any campus or subject area that is currently less than recognized, or did not meet AYP with the goal of every campus achieving scores that are at or above state averages.









Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Monitor AA Math performance every 3 weeks	*Baker *Campbell *Bowden	*PLC Meeting Agendas *Sign In Sheets *CBA Data				
2) Adopt Math specific interventions for fragile group...after-school, Saturday programs, etc.	*Baker *Campbell *Bowden	*CBA data *Attendance Sheets				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 3: Hutto High School staff has excelled in educating our students in the face of reduced funding, increased accountability and a variety of other challenges. HISD will continue to find ways to recognize and reward excellence in all staffing areas.

Performance Objective 1: Hutto High School will look to recognize campus staff and departmental areas of inspiring excellence in Hutto ISD.









Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Develop weekly Teacher of the Week recognition program	*Campbell *LaChance	*Teacher will be highlighted in Hippo Herald				
2) Inspiring Excellence Board will be created and hung in the Teacher's Lounge	*Baker	*Board is hung and examples of campus excellence are posted				
3) Monthly Inspiring Excellence Breakfast will be held.	*Baker *Coy *Roth *Campbell	*Monthly breakfast held to highlight the staff members who have inspired excellence at the campus level.				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 4: Hutto High School will have policies and procedures in place that promote consistency throughout the district in all areas.

Performance Objective 1: Campuses with common grade levels will have common practices involving homework, advanced programs, course offerings.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Develop and implement discipline matrix	Baker Roth Coy Campbell	Skyward discipline reports				
2) Establish a Policy Committee at the campus level to evaluate handbooks and administrative regulations	Baker Raynor Lister	Meeting agendas Sign In sheets Policy proposals				
3) Establish grading policy across the campus for on-level and PAP/AP courses	*Baker *Roth *Coy *Campbell *Wilcott *Bowden *Vasquez *Roth, M	*Established consistent policies				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 5: Hutto ISD is committed to community involvement through enhanced communication between all stakeholders. All avenues will be utilized, including the district website, local media relations, community forums, social networks, and engagement with local organizations. Family Access will be a priority, and the campus and individual class content will be improved and consistent throughout the district.

Performance Objective 1: Increase district communication to inform community and staff of district activities.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Development and dissemination of weekly Hippo Herald eNewsletter.	Baker	Hippo Herald is sent out via email each week				
2) Utilize social networking streams to communicate with community (Facebook, twitter, etc)	*Baker	*Postings *Preceptual Data				
= Discontinue = No Progress = Some Progress = Considerable = Accomplished						

State Compensatory

Budget for Hutto High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
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Personnel for Hutto High School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
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