

Cleburne Independent School District

Cleburne High School

2016-2017 Goals/Performance Objectives/Strategies

Accountability Rating: Met Standard

Distinction Designations:

Academic Achievement in Science

Academic Achievement in Social Studies



Mission Statement

The mission of Cleburne High School is to **KNOW** and **GROW** every student

Vision

To be the most preferred high school in Texas

Value Statement

CHS GOALS

- F**ocus on the learner
- A**dvocate participation in extra-curricular
- M**easure and monitor results
- I**nspire excellence in others
- L**ove and care for each student
- Y**earn to improve continually

CHS VALUES

Integrity * Leadership * Respect * Citizenship * Diversity * Relationships * Service * Learning

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Goals







Goal 1: Goal 1: Maximize Student Achievement












Performance Objective 1: 1.1 Provide premier programs to ensure that all students are successful learners.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>1) Monitor, revise, and refine district curriculum to ensure instruction aligns with Texas Essential Knowledge and Skills (TEKS)</p> <p>Campus strategies: DCAT Learning Keys professional development</p>	Campus Administration	<p>District Curriculum Alignment Teams, Curriculum-Based Assessments, Campus Common Assessments, STAAR/EOC Results</p> <p>Campus SMART Goal: 2% increase in scores in CBA and STAAR/EOC results</p>				
<p>2) Ensure curriculum is taught with fidelity in all courses to guarantee every child access to a quality education</p> <p>Campus strategies: Walk-Abouts Lesson Plan Audits / Design and Delivery Targeted instructional strategies in staff meetings PLCs</p>	Campus Administration Department Chairs	<p>Curriculum-Based Assessments, Campus Common Assessments, STAAR/EOC Results</p> <p>Campus SMART Goals: 2% increase in scores in CBA and STAAR/EOC results</p> <p>Each administrator completes 20 Walk-Abouts per grading period</p> <p>Every staff meeting includes instructional strategy</p> <p>100% of lesson plans reflect design and delivery process</p>				

<p>3) Utilize data to drive instruction and professional development</p> <p>Campus strategies: Data walls / folders in tested subjects PLCs Jacket Academy Tutorials</p>	Campus Administration	<p>Curriculum-Based Assessments, Campus Common Assessments, STAAR/EOC Results, Data Analysis Professional Development</p> <p>Campus SMART Goals:</p> <p>2% increase in scores in CBA and STAAR/EOC results</p> <p>EOC tested subjects utilize data walls or folders</p> <p>Students attend EOC interventions at Jacket Academy</p> <p>100% of core subjects offer tutorials each week</p>				
<p>State System Safeguard Strategy</p> <p>4) State System Safeguard Strategy: Monitor progress of all student groups to ensure demonstration of mastery of required skills, including the following groups not meeting safeguard requirements:</p> <p>Monitor Economically Disadvantaged student group to ensure mastery of required skills in Math and English</p> <p>Monitor ELL student group to ensure mastery of required skills in Math and English</p> <p>Monitor Special Education student group to ensure mastery of required skills in Math and English</p> <p>Campus strategies: Data walls / folders in tested subjects PLCs Jacket Academy ELL Lab Student Success Center (SSC) Tutorials Jacket Academy CKH Strategies Sheltered training</p>	Campus Administration	<p>Curriculum-Based Assessments, Campus Common Assessments, STAAR/EOC Results, TAIS District Data, Six-week Campus Intervention Reports</p> <p>Campus SMART Goals:</p> <p>2% increase in scores in CBA and STAAR/EOC results</p> <p>EOC tested subjects utilize data walls or folders</p> <p>Students attend EOC interventions at Jacket Academy</p> <p>100% of core subjects offer tutorials each week</p> <p>100% of ELL students have access to ELL Lab</p> <p>100% of SpEd students have access to SSC</p> <p>100% of teachers with ELL students in core subject classes attend sheltered instruction training</p>				

<p>5) Achieve and maintain an annual attendance rate of 96%</p> <p>Campus strategies: Six-week perfect attendance incentives Parent notifications of student absences Exam exemption incentives Six-week campus intervention reports CKH Strategies</p>	<p>Campus Administration</p>	<p>End-of-Year PEIMS report, six-weeks monitoring, Perfect Attendance Recognition, Six-week Campus Intervention Reports</p> <p>Campus SMART Goal: 96% attendance rate</p>				
<p>6) Identify and implement current and emerging technology skills appropriately into the curriculum</p> <p>Campus strategies: PLCs Technology Modules Targeted technology instructional strategies in staff meetings Walk-Abouts</p>	<p>Campus Administration Instructional Technology Staff Teachers</p>	<p>End-of-Year Technology Survey, Campus Walk-Abouts, Chromebook Deployment data, Canvas Data, Campus Technology Modules</p> <p>Campus SMART Goals: 1 lesson each week per teacher embeds a student-centered technology application 100% of teachers attend Technology Modules 100% of teachers utilize Canvas</p>				
<p style="text-align: center;">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						










Goal 1: Goal 1: Maximize Student Achievement












Performance Objective 2: 1.2 Promote 21st Century Learners who are College and/or Career Ready

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>1) Increase student performance on STAAR Biology and US History EOC scores</p> <p>Campus strategies: PLCs Increase rigor in design and delivery of lessons Data walls / folders in tested subjects</p>	<p>Campus Administration Teachers</p>	<p>Curriculum-Based Assessments, Campus Common Assessments, STAAR/EOC Results</p> <p>Campus SMART Goal: 2% increase from Level II to Level III performance</p>				
<p>2) Achieve and maintain graduation rate of 90% for students graduating with a high school endorsement in either STEM, Business & Industry, Public Service, Arts & Humanities, or Multi-Disciplinary Studies</p> <p>Campus strategies: 8th grade tours CTE Director visits 8th grade CTE exploring careers classes Annual CTE Showcase 8th grade parent night Course Fair</p>	<p>Campus Administration Counselors Director of CTE</p>	<p>2016-2017 TAPR, Class of 2017 graduation statistics</p> <p>Campus SMART Goals: 100% of all students have a 4-year PGP signed by their parents by the end of their 9th grade year 90% of all students graduate on the foundation plan with a high school endorsement</p>				

<p>3) Increase the percentage of students taking AP coursework and scoring 3 or higher on AP exams by 5% annually</p> <p>Campus strategies: AP Summer Institute professional development AP parent night Course Fair</p>	<p>Campus Administration Counselors Teachers</p>	<p>College Board AP Annual Reporting</p> <p>Campus SMART Goals:</p> <p>Increase percentage of students taking AP courses by 2%</p> <p>Increase percentage of students scoring 3 or higher on AP tests by 5% annually</p> <p>100% of advanced academic teachers complete initial 30 hour G/T training and 6 hour yearly update</p> <p>100% of AP teachers attend AP Summer Institute every 3 years</p>				
<p>4) Align and increase Career Technology Education (CTE) student licensures, certifications, and course offerings to reflect the needs in current job market</p> <p>Campus strategies: 8th grade tours CTE Director visits 8th grade CTE exploring careers classes Annual CTE Showcase 8th grade parent night Course Fair CTE Advisory Committee Career Fair</p>	<p>Director of CTE</p>	<p>2016-17 TAPR, Class of 2017 graduation statistics</p> <p>Campus SMART Goals:</p> <p>100% of CTE courses reflect the needs of the current job market</p> <p>Increase percentage of students receiving licensure or certifications by 2%</p>				
<p>5) Improve campus averages on PSAT, SAT, and ACT scores, including subject-specific exams</p> <p>Campus strategies: PSAT Prep Courses PSAT Team Course PSAT Prep workshops Sophomore PSAT score evaluation</p>	<p>Campus Administration Counselors PSAT Teachers</p>	<p>Annual PSAT, SAT, and ACT reporting</p> <p>Campus SMART Goals:</p> <p>50 students in PSAT Team</p> <p>5 National Merit Scholar Qualifiers</p> <p>Increase PSAT, SAT, and ACT scores by 2%</p>				

<p>6) Increase student participation in fine arts courses and competitions</p> <p>Campus strategies: 8th grade tours Middle school visits Course fair</p>	<p>Campus Administration Teachers</p>	<p>Class enrollments, PEIMS data, number of competitions and achievements</p> <p>Campus SMART Goal: Increase participation in fine arts program by 1%</p>				
<p>7) Increase college readiness among students.</p> <p>Campus strategies: Course fair Collaboration with Hill College College fair AVID implementation Dual credit courses Pre-AP and AP courses SAT preparation</p>	<p>Campus Administration Counselors</p>	<p>Dual-credit enrollment, 2016-17 TAPR, number of credits earned, college scholarships,</p> <p>Campus SMART Goal:</p> <p>100% of students and parents are informed of dual-credit offerings</p> <p>100% of juniors and seniors invited to college fair</p> <p>Plans for AVID implementation in upcoming year</p> <p>2% increase in AP scores</p> <p>2% increase in PSAT/NMSQT scores</p>				
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Goal 2: Goal 2: Exercise Responsible Fiscal Oversight

Performance Objective 1: 2.1: Continuous Improvement in District Operations

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Monitor and continually improve the process to control expenses campus-wide Campus strategies: Fiscal procedure training each semester Collaborative budget process across departments	Principal Bookkeeper Department chairs Program directors Teachers	Year-end budget details, Year-to-year budget comparisons Campus SMART Goals: 100% of staff receive fiscal procedure training each semester 100% of budget is prepared collaboratively				
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Goal 2: Goal 2: Exercise Responsible Fiscal Oversight

Performance Objective 2: 2.2: Efficient Use of District Resources

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Utilize an efficient inventory system to monitor purchasing and distribution of supplies, resources, and large assets in compliance with CISD purchasing guidelines Campus strategies: Inventory system Budget monitoring	Campus Administration Department Chairs Program Directors	Effective and efficient inventory process established, timely purchasing Campus SMART Goals: 100% of purchases will be reviewed and monitored by department chairs and/or program directors and administration 100% of purchases will align with CIP				

Goal 2: Goal 2: Exercise Responsible Fiscal Oversight

Performance Objective 3: 2.3: Technology Upgrades and Advancement

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Troubleshooting/repair procedures are in place for student and teacher Chromebooks Campus strategy: Technology work-order procedures	Campus Administration Librarian Secondary Instructional Technologies	Technology Work-order reports Campus SMART Goal: 100% of students and teachers are informed of technology work-order procedures				
2) Implement, investigate, and evaluate programs and technology resources that enhance student performance Campus strategy: BrightBytes survey Canvas summary reports Professional development District tech modules	Campus Administration Secondary Instructional Technologist Department Chairs	Surveys, reports, and trainings Campus SMART Goals: 100% of teachers are given autonomy to research technology applications, programs, and platforms and present proposals to administration for consideration Canvas summary reports provide documentation of instructional technology usage BrightBytes survey provides data-driven insights and action plans to review technology progress 100% of teaching and administrative staff will attend district tech modules				

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Goal 3: Goal 3: Improve Equity in Quality Teaching, Administrative, and Support Staff

Performance Objective 1: 3.1: Effective Employee Recruitment Program (District Level)

Evaluation Data Source(s) 1:

Summative Evaluation 1:









Goal 3: Goal 3: Improve Equity in Quality Teaching, Administrative, and Support Staff

Performance Objective 2: 3.2: Increase Employee Engagement and Satisfaction

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Conduct campus survey that measures customer satisfaction internally	Campus Administration	Results of school community survey				
2) Recognize and demonstrate staff appreciation Campus strategies: Staff appreciation events Church collaborative initiative CKH affirmation strategies Staff Birthday recognitions Recognition of teachers utilizing innovative instructional strategies Campus committee for social events to communicate appreciation	Campus Administration Staff	Results of school community survey Campus SMART Goals: 100% of staff are invited to attend appreciation events Newsletters feature staff members Campus committee will organize 2 events per year				

<p>3) Increase campus administrator visibility on campus and at student events</p> <p>Campus strategies: Walk-Abouts Administrator duty schedule Visibility of administrators before & after school and during passing periods</p>	<p>Campus Administration</p>	<p>Data from Walk-Abouts, Administrator duty schedule</p> <p>Campus SMART Goals:</p> <p>Each administrator completes 20 Walk-Abouts per grading period</p> <p>Administrators are visible at every passing period and before & after school</p> <p>Administrators attend all home games, major performances, and school-wide events</p>				
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Goal 3: Goal 3: Improve Equity in Quality Teaching, Administrative, and Support Staff

Performance Objective 3: 3.3: Quality Employee Performance

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide T-TESS training to teachers	Campus Administration	<p>Accuracy of appraisals resulting in professional growth</p> <p>Campus SMART Goal: 100% of teaching staff will receive T-TESS Training during August professional development</p>				
<p>2) Comply with district practices for T-TESS teacher observations and CISD non-instructional staff performance</p> <p>Campus strategies: T-TESS goals-setting, pre-conferences, observations, and post-conferences Para-professional and non-instructional staff performance reviews</p>	Campus Administration	<p>Accuracy of appraisals resulting in professional growth</p> <p>Campus SMART Goals: 100% of administrators are T-TESS Certified 100% of teaching staff will receive formal evaluations by March, 2017 100% of para-professionals and non-instructional staff performance reviews will be completed by May, 2017</p>				

<p>3) Frequent communication with staff regarding quality performance</p> <p>Campus strategies: Monthly staff meetings, Monthly department chair meetings with principal Monthly department meetings with department chair and teachers Weekly leadership PLCs Weekly PLCs with tested content teams to give and receive feedback for enhancing instructional strategies that augment student engagement and learning.</p>	<p>Campus Administration Department Chairs Teachers</p>	<p>Meeting documentation</p> <p>Campus SMART Goals:</p> <p>100% of teaching staff will attend staff meetings</p> <p>100% of department chairs will meeting with principal on monthly basis</p> <p>All departments will hold monthly dept meetings</p> <p>Leadership team will meet every week as a PLC</p> <p>STAAR teachers will meet weekly in PLCs to examine student data and prepare lessons</p>				
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Goal 3: Goal 3: Improve Equity in Quality Teaching, Administrative, and Support Staff

Performance Objective 4: 3.4: Focused Professional Development Program

Evaluation Data Source(s) 4:

Summative Evaluation 4:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>1) Align staff development to district & campus goals and current assessment results</p> <p>Campus strategies: Feedback during department chair meetings Feedback from PLCs Research-based professional development Data-driven instruction Suicide awareness PD Engaged instruction PD Relationship building PD</p>	<p>Campus Administration Department chairs Counselors</p>	<p>Professional development evaluations</p> <p>Campus SMART Goals: 100% of staff development reflects Campus Improvement Plan and/or data from district, campus, and state assessments</p> <p>Staff members and administrators attend all Effective Schools Project trainings</p> <p>100% of teachers receive data analysis training</p> <p>4 department meetings per year</p> <p>Monthly department chair meetings with administration</p>				
<p>2) Assign teacher mentors to new teachers</p> <p>Campus strategies: Mentor program Walk-Abouts</p>	<p>Campus Administration Teachers</p>	<p>T-TESS Appraisals, Curriculum-Based Assessments, Campus Common Assessments, STAAR/EOC Results</p> <p>Campus SMART Goals: 100% of staff development reflects Campus Improvement Plan and/or data from district, campus, and state assessments</p>				
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Goal 4: Goal 4: Provide Optimum Learning Environments for all Stakeholders

Performance Objective 1: 4.1: Safe, Orderly and Healthy Learning Environments

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Continually review and update campus crisis management plan Campus strategies: Staff binders/folders with crisis management plans Crisis management team Frequent campus drills Staff training	Campus Administration Campus Resource Officer	Plans are established for emergency situations Campus SMART Goals: 100% of staff receives crisis management training 100% of drills meet safety regulations				
2) Require teachers, students, and visitors to wear ID badges at all times while on campus.	Campus Administration Teachers Staff	All staff, students, and visitors use ID badges in building Campus SMART Goals: 100% of students receive ID at beginning of the school year. 100% of students and staff wear IDs at all times. 100% of visitors obtain Raptor badges prior to entering building.				
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Goal 4: Goal 4: Provide Optimum Learning Environments for all Stakeholders

Performance Objective 2: 4.2: Focus on the Whole Child

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Train our CHS teachers and staff on building relationships with students	Campus Administration Teachers	CKH Implementation Campus and parent survey STInG Week Campus SMART Goals: 100% of teachers and administrators will receive CKH training 100% of teachers will establish social contracts for classes and post in classrooms 100% of teachers and administrators will greet students with handshakes at doors Additional CKH strategies will be utilized to affirm students and build relationships				
2) Provide competitive athletic, fine art, academic UIL, interest-based workshops, and clubs that promote satisfaction through positive experiences that build self-esteem, self-discipline, and character.	Campus Administration Counselors Teachers	Jacket Academy UIL participation Campus SMART Goals: Pilot Jacket Academy with extended hours M-Th 3:45-6:00 100 students register for Jacket Academy 10% increase in UIL student participation				

<p>3) Provide opportunities to hold students accountable to the highest standards by increasing academic rigor and creating engaging learning environments thus accelerating the performance of underrepresented students</p>	<p>Campus Administration Teachers</p>	<p>AVID Implementation</p> <p>Campus SMART Goals:</p> <p>Establish AVID site team</p> <p>Attend AVID training</p> <p>Visit AVID showcase campus</p>				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 5: Goal 5: Enduring Relationships with Stakeholders

Performance Objective 1: 5.1: Increase Stakeholder Engagement

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide parent informational meetings such as, but not limited to, post-secondary options, FAFSA, PSAT, Pre-AP/AP courses, scholarships, open house, meet-the-teacher, technology, student showcases, etc.	Campus Administration Teachers Counselors Director CTE	Multiple opportunities for parents to attend informational meetings or attend campus programs Campus SMART Goals: 100% of parents/guardians are informed of campus events 2 post-secondary informational parent meetings (Scholarship Fair, FAFSA night) Pre-AP/AP Parent meeting 8th Grade parent meeting 9th-12th Grade Parent Classroom Visits CTE Showcase Meet-the-Teacher Throwback Thursday				

<p>2) Increase awareness and strengthen partnerships with community organizations such as PTSA, CHS Alumni Association, Cleburne Education Foundation, Rotary Club, local churches, etc.</p>	<p>Campus Administration</p>	<p>Partnerships with community organizations</p> <p>Campus SMART Goals:</p> <p>Grant Writing workshop</p> <p>100% of parents/guardians invited to Throwback Thursday</p> <p>CEF and Alumni Association assist with Throwback Thursday</p> <p>Partner with local churches for teacher appreciation</p> <p>Active PTSA</p>				
<p>3) Improve communication with stakeholders</p>	<p>Campus Administration Secondary Instructional Technology Specialist</p>	<p>Social media, newsletters, Skylert messages, Skyward messages, CHS Website</p> <p>Campus SMART Goals:</p> <p>Weekly parent/guardian campus newsletters</p> <p>Weekly staff newsletters</p> <p>Use of Skylert and Skyward messaging systems to communicate with parents, guardians, and students</p> <p>Weekly social media updates CHS website updated weekly</p>				
<p>4) Utilize a decision-making system based on best practice models for supporting student success</p>	<p>Campus Administration Site Based Decision-Making Committee</p>	<p>Site based decision-making committee</p> <p>Campus SMART Goals:</p> <p>4 SBDM committee meetings each year</p>				
<p> = Accomplished = Considerable = Some Progress = No Progress = Discontinue </p>						

Goal 5: Goal 5: Enduring Relationships with Stakeholders

Performance Objective 2: 5.2: Increase Public Awareness of Educational Issues

Evaluation Data Source(s) 2:

Summative Evaluation 2:









Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Utilize CHS website, messaging systems, and social media to communicate key school-related information	Campus Administration Secondary Instructional Technology Specialist	Facebook, Twitter, Skylert messages, Skyward messages, CHS Website Campus SMART Goals: Use of Skylert and Skyward messaging systems to communicate with parents, guardians, and students Weekly social media updates CHS website updated weekly				
2) Utilize Weekly newsletters to inform staff, parents, students, and community of school news, recognitions, and events.	Campus Administration	Weekly Newsletters Campus SMART Goals: Weekly parent/guardian campus newsletters Weekly staff newsletters				
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Goal 5: Goal 5: Enduring Relationships with Stakeholders

Performance Objective 3: 5.3: Increase Customer Satisfaction

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Continue to build relationships and systems that foster unity and points of pride so that CHS has a positive public and internal image, makes student-centered decisions, and builds unity within the district.	Campus Administration	Surveys				
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State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	4	State System Safeguard Strategy: Monitor progress of all student groups to ensure demonstration of mastery of required skills, including the following groups not meeting safeguard requirements: Monitor Economically Disadvantaged student group to ensure mastery of required skills in Math and English Monitor ELL student group to ensure mastery of required skills in Math and English Monitor Special Education student group to ensure mastery of required skills in Math and English Campus strategies: Data walls / folders in tested subjects PLCs Jacket Academy ELL Lab Student Success Center (SSC) Tutorials Jacket Academy CKH Strategies Sheltered training