CARTHAGE ISD

Carthage High School Campus Improvement Plan
2023/2024

Where Champions Are Educated

Carthage High School
#1 Bulldog Drive, Carthage, TX 75633
903-693-2552

CARTHAGE ISD Site Base

Name	Position
Gray, Crystal	SPED Teacher
LaGrone, Lacie	Parent
Cooke, Tonya	Community Member / Parent
Cocklin, Michelle	Math Teacher (Instructional Leadership Committee)
Royce, Shannon	Counselor
Nichols, Morgan	CTE Teacher
Alcala, Julissa	Spanish Teacher
Stacy, Chris	Assistant Principal
Collins, Clarinda	Assistant Principal
Alexander, Ashlee	SPED Teacher
Watson, James "Bubba"	504 Coordinator / Teacher
Edwards, Dr. Anthony	Parent / Community

Comprehensive Needs Assessment

CARTHAGE ISD

Goal 1. (Quality Tier I Instruction) Carthage High School will Enhance Quality Tier I Instruction for Improved Student Learning Outcomes by increasing the number of students who make adequate yearly growth by 10% as demonstrated by scores on STAAR EOC 2023 - 2024 School Year.

Objective 1. (Develop and Implement Evidence-Based Teaching Strategies) Carthage High School will Develop and Implement Evidence-Based Teaching Strategies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Conduct regular professional development sessions to train educators in evidence-based teaching strategies. (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,1.1,1.2,3,3.1,4,4.1,5,5.1,5.2,5.3,5.4)	Assistant Principal(s), Department Chair, Principal, Teacher(s)	2023 - 2024 School Year	(F)CTE, (L)Education Foundation, (L)Local, (S)Local Funds	09/28/23 - Pending
2. Carthage High School will provide resources and support for educators to integrate these strategies into their instructional practices. (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,1.1,1.2,2,2.1,4,4.1,5,5.1,5.2,5.3)	Assistant Principal(s), ESL Coordinator, Principal, Support Room Aides, Teacher(s)	2023-2024 School Year	(F)CTE, (L)Local, (S)Local Funds, (S)State	
3. Monitor the implementation of these strategies in classrooms and provide feedback for continuous improvement. (Target Group: All) (Strategic Priorities: 2,3) (ESF: 1,1.1,1.2,2,2.1,3,3.3,4,4.1,5,5.1,5.2,5.3)	Assistant Principal(s), Department Chair, ESL Coordinator, Principal	Throughout 2023-2024	(F)CTE, (L)Local, (S)Local Funds	Criteria: CTAS, Informal Observations, Instructional Rounds

CARTHAGE ISD

Goal 1. (Quality Tier I Instruction) Carthage High School will Enhance Quality Tier I Instruction for Improved Student Learning Outcomes by increasing the number of students who make adequate yearly growth by 10% as demonstrated by scores on STAAR EOC 2023 - 2024 School Year.

Objective 2. (Objective 2: Foster a Collaborative Learning Environment) CHS will foster a collaborative learning environment for students and professional staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Promote collaboration among teachers through regular team meetings and professional learning communities. (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,1.1,1.2,2,2.1,3,3.1,3.2,3.3,4,4.1,5,5.1,5.2,5.3)	ARD Committee, Assistant Principal(s), Principal, Teacher(s)	Academic Year 23-24	(F)CTE, (L)Local, (S)Local Funds	Criteria: CHS Instructional Framework, CTAS, Informal Walkthroughs
2. By the end of the academic year, all instructional staff will complete a minimum of 20 hours of training in Sheltered Instructional Strategies (SIS) to improve their ability to effectively teach diverse student populations. (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,1.1,1.2,3,3.2,3.3,4,4.1,5,5.1,5.2,5.3)	Assistant Principal(s), ESL Monitor, Principal, Teacher(s)	By May of 2024	(F)CTE, (L)Local, (S)Local Funds, (S)State	Criteria: Student Performance Data, CTAS, Informal Walkthroughs, TELPAS Performance Data

CARTHAGE ISD

Goal 1.　　(Quality Tier I Instruction) Carthage High School will Enhance Quality Tier I Instruction for Improved Student Learning Outcomes by increasing the number of students who make adequate yearly growth by 10% as demonstrated by scores on STAAR EOC 2023 - 2024 School Year.

Objective 3.　　(Objective 3: Use Data to Drive Instructional Decision-Making) CHS will use data to drive the instructional decision-making process.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CHS will implement data-driven assessment tools such as DMAC and Lead4Ward to regularly assess student performance and identify areas of improvement with specific attention to student progress and student growth. (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,1.1,1.2,2,2.1,3,3.1,3.2,3.3,4,4.1,5,5.1,5.2,5.3)	Assistant Principal(s), Principal, Teacher(s)	Through May 2024	(F)CTE, (L)Local, (S)Local Funds	Criteria: State Assessment Results, Benchmark Data, No Red Ink Data, IXL Data, CTAS, Informal Walkthroughs
2. CHS will provide training for educators on how to analyze and interpret assessment data effectively. (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,1.1,1.2,2,2.1,3,3.1,3.2,3.3,4,4.1,5,5.1,5.2,5.3)	Assistant Principal(s), Principal	Through May 2024	(F)CTE, (L)Local, (S)Local Funds, (S)State	
3. CHS will use data insights to tailor instruction to meet the diverse needs of students and differentiate teaching approaches. (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	Through May of 2024		

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Goal 1. (Quality Tier I Instruction) Carthage High School will Enhance Quality Tier I Instruction for Improved Student Learning Outcomes by increasing the number of students who make adequate yearly growth by 10% as demonstrated by scores on STAAR EOC 2023 - 2024 School Year.

Objective 4. (Objective 4: Support Professional Growth and Development) CHS will support Professional growth and development for staff members.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CHS will establish a mentorship program where experienced educators can mentor newer teachers. (Target Group: All) (Strategic Priorities: 1) (ESF: 1,1.1,2,2.1,3,3.1,3.2,3.3)	Assistant Principal(s), Principal, Teacher(s)	Through May of 2024	(F)CTE, (L)Local, (S)Local Funds, (S)State	
2. CHS will provide opportunities for teachers to attend conferences, workshops, and courses to stay updated on best practices. (Target Group: All) (Strategic Priorities: 1) (ESF: 1,1.1,1.2,2,2.1,3,3.1,3.2,3.3)	Principal	Through May of 2024	(F)CTE, (L)Education Foundation, (L)Local, (S)Local Funds, (S)State	
3. CHS will recognize and reward teachers who demonstrate exceptional commitment to improving Tier I instruction and teacher who exhibit exceptional attendance. (Target Group: All) (Strategic Priorities: 1) (ESF: 1,1.1,1.2,2,2.1,3,3.1,3.2)	Assistant Principal(s), Principal	Through May of 2024	(F)CTE, (L)Local	

CARTHAGE ISD

Goal 1. (Quality Tier I Instruction) Carthage High School will Enhance Quality Tier I Instruction for Improved Student Learning Outcomes by increasing the number of students who make adequate yearly growth by 10% as demonstrated by scores on STAAR EOC 2023 - 2024 School Year.

Objective 5. (Objective 5: Engage Families and the Community) CHS will engage families and the Community in a way that impacts student learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CHS will promote family involvement in the learning process through regular communication and parent-teacher conferences. (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 3,3.1,3.4)	Assistant Principal(s), Coaches, Community Partners, Counselor(s), ESL Monitor, Parents, Principal	Through May of 2024	(F)CTE, (L)Local, (S)Local Funds	
2. Organize community events and workshops to involve external stakeholders in supporting quality instruction and life skills needed for students to succeed beyond high school. (Ex: Adulting 101, CTE Advisory Board, Nuestros Padres.) (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,1.1,3,3.1,3.2,3.3,3.4)	Assistant Principal(s), CTE Teachers, ESL Monitor, Faculty, Paraprofessionals, Parents, Principal, Teacher(s)	Through May of 2024	(F)CTE, (L)Local, (S)Local Funds, (S)State	
3. CHS will actively seek feedback from parents and community members to gauge the effectiveness of instruction and make improvements accordingly. (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,1.1,1.2,3,3.4)	Assistant Principal(s), Community Partners, Community Volunteers, CTE Teachers, Parents, Principal, Teacher(s)	Through May of 2024	(F)CTE, (F)Federal, (L)Local, (S)Local Funds, (S)State	

CARTHAGE ISD

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Objective 6. (Objective 6: Monitor Progress and Adjust Strategies) CHS will monitor progress and adjust instructional strategies based on quality/vetted data to impact student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Establish regular assessment cycles to monitor the impact of instructional improvements on student outcomes. (Target Group: All) (Strategic Priorities: 2,3,4) (ESF: 1,1.1,1.2,3,3.3,4,4.1,5,5.1,5.2,5.3)	Assistant Principal(s), Principal, Teacher(s)	Through May of 2024	(F)CTE, (F)Federal, (L)Local, (S)Local Funds, (S)State	Criteria: State assessment data, Benchmarks, PLC effectiveness
2. CHS will use formative assessment data to make timely adjustments to instructional strategies. (Target Group: All) (Strategic Priorities: 2,3) (ESF: 1,1.1,1.2,3,3.1,4,4.1,5,5.3)	Assistant Principal(s), Principal, Teacher(s)	Through May of 2024	(F)Federal, (L)Local, (S)Local Funds, (S)State	Criteria: Student Performance

CARTHAGE ISD

Goal 2. (Safe, Secure, Consistent, and Positive School Culture) During the 2023-2024 school year Carthage High School will implement continuous improvement in the area of providing a safe, secure, consistent, and positive school culture by implementing a multi-faceted approach that includes a School Guardian Program, an Anti-Vaping Program, a Character Development Program through "Building Better Bulldogs," regular safety drills, and a newly implemented policies that promote consistency throughout campus.

Objective 1. (School Guardian Program) CHS will have a highly skilled and trained School Guardian Program ready to protect the integrity of our campus safety and security.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Identify and train qualified staff members or security personnel to serve as school guardians. (Ex: Quarterly Guardian Qualification Training, CSAT) (Target Group: All) (Strategic Priorities: 1) (ESF: 3,3.1,3.2)	Assistant Principal(s), Principal, Teacher(s)	Through May of 2024	(L)Local, (S)Local Funds, (S)State	
2. Implement a rigorous selection process, including background checks and psychological evaluations. (Target Group: All) (ESF: 3,3.1,3.2)	Assistant Principal(s), Principal, Safety Director, Teacher(s)	Through May of 2024	(F)Federal, (L)Local, (S)Local Funds, (S)State	
3. CHS will ensure school guardians are accessible throughout the campus and prepared to be responsive to school safety concerns. (Target Group: All) (Strategic Priorities: 1) (ESF: 1,1.1,3,3.1,3.2)	Assistant Principal(s), Principal, Teacher(s)	Through May of 2024	(F)Federal, (L)Local, (S)Local Funds, (S)State	
4. CHS will provide regular emergency response training to school guardians, including scenarios related to active threats. CHS will also conduct simulated emergency drills involving school guardians, staff, and local law enforcement. (Target Group: All) (Strategic Priorities: 1) (ESF: 3,3.1)	Assistant Principal(s), Principal, Teacher(s)	Through May of 2024	(F)Federal, (L)Local, (S)Local Funds, (S)State	

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Objective 2. (Anti-Vaping Program) CHS will implement an Anti-Vaping Program aimed at educational awareness concerning the use of electronic cigarettes.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CHS will develop and implement age-appropriate anti-vaping curriculum with a focus on educating students about the harmful effects of electronic cigarettes. (Target Group: All) (Strategic Priorities: 1,3) (ESF: 3,3.1,3.2,3.3)	Assistant Principal(s), Community Partners, Community Volunteers, Principal, Teacher(s)	Through May of 2024	(F)CTE, (L)Local, (S)Local Funds, (S)State	
2. CHS will organize regular awareness campaigns, workshops, and guest speakers to educate students about the dangers of vaping. (Target Group: All) (Strategic Priorities: 1,3) (ESF: 3,3.1,3.2,3.3,3.4)	Assistant Principal(s), Community Partners, Community Volunteers, Counselor(s), Principal, Teacher(s)	May of 2024	(L)Local, (S)Local Funds, (S)State	

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Objective 3. (Character Development through "Building Better Bulldogs) CHS will integrate character development modules into the curriculum across all grade levels and involve CISD Community members to engage in the rollout and implementation of these strategies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Integrate character development modules into the curriculum across all grade levels. (Target Group: All) (Strategic Priorities: 3) (ESF: 3,3.1,3.2,3.3,3.4)	Assistant Principal(s), Counselor(s), Grand Central Station Teacher, Principal, Teacher(s)	Through May of 2024	(F)CTE, (L)Local, (S)Local Funds, (S)State	
2. CHS will promote Community Involvement through engaging students in community service projects that foster positive character traits. CHS will also encourage parent and community involvement in character-building activities. (Target Group: All) (Strategic Priorities: 3) (ESF: 3,3.1,3.2,3.3,3.4)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Through May of 2024	(F)CTE, (L)Local, (S)Local Funds, (S)State	

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Objective 4. (School Safety Drills) CHS will Conduct monthly fire drills to ensure everyone knows the evacuation procedures.CHS will also plan and execute drills for other safety scenarios such as lockdowns, severe weather, and medical emergencies on a quarterly basis.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Conduct monthly fire drills to ensure everyone knows the evacuation procedures. (Target Group: All) (ESF: 1,1.1,1.2,3,3.1,3.2,3.3)	Assistant Principal(s), Counselor(s), Principal, Students, Teacher(s)	Through May of 2024	(L)Local	Criteria: Safety drill logs and follow up minutes
2. CHS will evaluate the effectiveness of safety drills and revise procedures as needed. CHS will also provide feedback and training to staff and students based on drill outcomes. (Strategic Priorities: 1) (ESF: 2,2.1,3,3.1,3.2,3.3)	Assistant Principal(s), Principal, School Nurse, Teacher(s)	May of 2024	(L)Local	

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Objective 5. (Campus Policies That Promote School-Wide Consistency) CHS will implement policies that promote school-wide consistency (Ex: Cell Phone Policy, Dress Code Policy, Instructional Accountability Framework)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CHS will establish a Campus Safety Committee to oversee the implementation of these strategies. Regularly review incident reports, surveys, and feedback from students, staff, and parents. Adjust strategies and action steps based on the data and evolving safety needs. (Target Group: All) (ESF: 3,3.1,3.2,3.3)	Assistant Principal(s), Attendance Clerk, Counselor(s), Principal, Teacher(s)	Through May of 2024	(L)Local	

CARTHAGE ISD

Goal 3. (Exceptional Student Experiences and CCMR Readiness) During the 2023-2024 school year Carthage High School will provide Exceptional Student Experiences through providing engaging experiences in the classroom and through promoting meaningful College, Career, and Military Readiness experiences for students by increasing the number of quality opportunities students have to engage in exploring options for their future.

Objective 1. (Empowering CHS Students to Effectively Transition to Post-Secondary Success) CHS will create an enriching and inclusive environment that empowers Carthage High School students with the knowledge, skills, and exposure necessary for a successful transition into post-secondary education, careers, or military service.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CHS Teachers will integrate real-world applications, problem-solving, and critical thinking into the curriculum. (Target Group: All) (Strategic Priorities: 3) (ESF: 4,4.1)	Teacher(s)	Through May of 2024	(S)Local Funds	
2. CHS will establish partnerships with local colleges, businesses, and military organizations to provide students with hands-on learning experiences. (Target Group: All) (Strategic Priorities: 3) (ESF: 3,3.1,3.3,3.4,4,4.1)	Assistant Principal(s), CTE Teachers, Principal, Teacher(s)	Through May of 2024	(F)CTE, (L)Education Foundation, (L)Local	
3. CHS will arrange college campus and trade school visits and information sessions to introduce students to higher education options. (Target Group: All) (Strategic Priorities: 3) (ESF: 3,3.1,3.2,3.3,3.4)	Assistant Principal(s), Community Partners, Community Volunteers, Counselor(s), CTE Teachers, Principal, Teacher(s)	Through May of 2024	(F)CTE, (L)Local, (S)Local Funds	
4. CHS will design career and technical education programs in a way that aligns with industry standards, and increases our students ability to obtain industry based certifications in their respective areas of interest. (Target Group: ECD,ESL,SPED,CTE,AtRisk) (Strategic Priorities: 3) (ESF: 3,3.1,3.4,5,5.1)	Assistant Principal(s), Community Partners, Community Volunteers, Counselor(s), CTE Teachers, District and Campus Administration, Students	June of 2024	(F)CTE, (L)Local, (L)Local Business Donations, (S)Local Funds	Criteria: Increased Numbers in Industry Based Certification Increased Opportunities to Obtain Credentials through Dual Credit

CARTHAGE ISD

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Objective 2. (Career and College Counseling) CHS will expand the guidance counseling department to offer personalized career and college counseling to all students, while promoting opportunities that exist in the dual credit program at Panola College.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The CHS Counseling department will implement regular workshops and seminars on college applications, financial aid, and scholarship opportunities. (Target Group: All) (Strategic Priorities: 3) (ESF: 3,3.1,3.3,3.4)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Through May of 2024	(L)Local	

CARTHAGE ISD

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Objective 3. (Parent and Community Involvement) CHS will organize regular meetings and workshops for parents to understand and support their child's post-secondary readiness journey.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CHS will organize regular meetings and workshops for parents to understand and support their child's post-secondary readiness journey. CHS will also involve community leaders and professionals in career days and panels to inspire students. (Target Group: All) (Strategic Priorities: 3) (ESF: 3,3.1,3.2,3.3,3.4)	Assistant Principal(s), Community Partners, Community Volunteers, Counselor(s), Principal, Teacher(s)	Through May of 2024	(F)CTE, (L)Local, (L)Local Business Donations, (S)Local Funds	

CARTHAGE ISD

Goal 3.   (Exceptional Student Experiences and CCMR Readiness) During the 2023-2024 school year Carthage High School will provide Exceptional Student Experiences through providing engaging experiences in the classroom and through promoting meaningful College, Career, and Military Readiness experiences for students by increasing the number of quality opportunities students have to engage in exploring options for their future.

Objective 4.   (Promoting a Culture of Readiness) CHS will promote a culture of post-secondary readiness through promotion and highlighting success stories.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CHS will launch a school-wide campaign during the 2023-2024 school year to foster a culture of readiness, highlighting success stories of alumni who have excelled in college, careers, or the military. (Target Group: All) (Strategic Priorities: 3) (ESF: 3,3.1,3.4)	Assistant Principal(s), Community Partners, Community Volunteers, CTE Teachers, Faculty, Parents, Principal, Students, Teacher(s)	Through May of 2024		

Comprehensive Needs Assessment
Sub-Committee Agenda Documentation Form

Date: __8/30/2023__ Time: __4:00__ Facilitator/Title: _____

District Name: __Carthage ISD (CHS)__ District Number: _____

Sign-in Name, Role, Signature

Name	Role	Signature
Kathy Brown	Counselor Secretary	Kathy Br
Ashlee Alexander	Life Skills Teacher	Ashlee Alexander
Crystal Gray	Resource Teacher	Crystal Gray
Clarinda Collins	Asst. Principal	Clarinda Coll

CNA Discussion Topic/Topics

Topic	Minutes
Demographics	Area of weakness/concerns: Staff demographics, number of Economic Disadvantage students
Student Culture & Climate	Area of weakness/concerns: Lack of communication between leader + staff. Accountability from parents/students

Facilitator's Signature: _____ Date: _____

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Focus Area

Demographics

District Number: **183901**   District Name: **Carthage High School**

Focus Area Guiding Questions

What do enrollment numbers indicate for your campus?

Hispanic 161
African American 176
White 438

American 3 Indian
Asian 5
2 or more 17

What is the number of students in each sub-population? How do these program numbers look by sub-population category?

ED – 437 students
504 – 78 students

Who are our at-risk students? What is their at-risk category?

Who are our Migrant students?

What area of the community do the sub-population students come from?

What are the staff demographics on your campus?

Hispanic 2
African American 8
White 59

What are the teacher/student ratios? How do these ratios compare to student performance?

25 to 1

Other questions addressed:

Focus Area

Student Culture & Climate

District Number: _183901_ District Name: _Carthage High School_

Focus Area Guiding Questions

1. How do students describe the campus environment in helping to support learning, promoting student achievement, shaping how people think, feel and act?

   Safe, welcoming

2. How does staff describe the campus environment in helping to support learning, promoting student achievement, shaping how people think, feel and act?

   implementation of staff suggestion box

3. What does your campus data show regarding student behaviors and discipline by sub-population? How does this compare to classroom student achievement data?

   Hispanic african American – OCS concern   Special Ed. – OCS concern

4. Describe your campus expectation in academics, behavior and civics. How do students perceive these expectations?

   Attendance (Accountability)

5. Describe strategies/activities utilized to improve your campus culture and climate.

6. What does the campus data indicate regarding classroom management to support academic achievement?

   teacher autonomy / uniformity

7. Describe how district-level departments contribute to improving student academic performance on your campus for this focus area.

8. Other questions addressed:

   *Morning detention
   Saturday school
   After school detention
   lack of communication between leader + staff*

Comprehensive Needs Assessment
Sub-Committee Agenda Documentation Form

Date: _8/30/2023_   Time: _4:00_   Facilitator/Title: _Shannon Royce_

District Name: _Carthage ISD (CHS)_ District Number: _____

Sign-in Name, Role, Signature

Name	Role	Signature

CNA Discussion Topic/Topics

Topic	Minutes
School Context & Organization	

Topic	Minutes
Family & Community Involvement/ Engagement	

Facilitator's Signature: _____   Date: _____

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Focus Area

School Context & Organization

District Number:_____ District Name:_____

Focus Area Guiding Questions

1. What does the campus data reflect about classes and schedules for supporting the sub-populations?

   • added inclusion class   • embedded more support in
   • smaller resources classes   gen ed classes

2. How is adequate time devoted to core content areas in which students need improvement?

   • tutorial times

3. Describe the teacher's role in decision-making and school policies for addressing professional development, student academics and instructional activities.

   ✱ area needs improvement

4. Describe the teacher's role in deciding what assessments will be used to evaluate individual student.

   • Benchmarks are common assessments
   • Autonomy given for daily activities and small assessments

5. How does the campus make it easy for stakeholders to be heard and provide input in the decision making process?

   • meetings like this
   • what would a suggestion box online be beneficial?

6. Describe how district-level departments contribute to improving student academic performance on your campus for this focus area.

7. Does the school have a vision and a mission statement? Are they widely known and understood? Is the vision periodically reviewed to determine if it meets the needs of the school?

   yes

8. Is the entire school staff involved in decisions about school operations? How?

   Depends on situation

9. Is the school safe and orderly?

   yes

10. What disciplinary policies exist, and how are these policies enforced?

    new system ~ still not sure how it will work

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Focus Area

Family & Community Involvement/Engagement

District Number:_____ District Name:_____

Focus Area Guiding Questions

1. What opportunities are provided for families and community members to be involved in meaningful activities that support students' learning?
   - goggle classroom
   - Remind
   - Parent Portal
   - Social media

2. How are families and the community members involved in campus decision-making?
   - Committees like this
   - Social media surveys
   - informative meetings

3. If families speak languages other than English, how does the school communicate in those languages?
   ✱area of weakness
   - there's talk of creating another social media page

4. What types of services are available to support parents of students in sub-population?

5. Describe how teachers effectively communicate with parents (formally and informally) about the academic progress of their children.

6. Are translators and written communications available for families who speak language other than English?

7. Describe how parental community involvement strategies are evaluated and revised, as needed.

8. How does the campus maintain Title I Parent Involvement compliance status with School/Parent Compacts, Parent Involvement Policy, Annual Title I Meeting, and Program Evaluation?

9. Describe how district-level departments contribute to improving student academic performance on your campus for this focus area.

10. Other questions addressed:

Comprehensive Needs Assessment
Sub-Committee Agenda Documentation Form

Date: **8/30/2023**　　　Time: **4:00**　　Facilitator/Title:_____

District Name: **Carthage ISD (CHS)**　　District Number:_____

Sign-in Name, Role, Signature

Name	Role	Signature

CNA Discussion Topic/Topics

Topic	Minutes
Staff Quality/ Effectiveness, Recruitment, and Retention	
Technology	

Facilitator's Signature: _____　　Date: _____

Focus Area

Staff Quality/Effectiveness, Recruitment, and Retention

District Number:_____ District Name:_____

Focus Area Guiding Questions

1. What does the general data reflect regarding teacher effectiveness on the campus?

2. How is observation and evaluation data utilized to improve teacher performance resulting in student academic growth?

3. What is your campus staff attendance and retention percentage rate? How does this impact student achievement?

4. How is highly effective staff assigned to work with the highest need student sub-population?

5. How is new staff supported to ensure a positive impact on student achievement?

6. What systems are in place to build capacity and support continuous improvement?

7. Describe how campus data is used to determine professional development needs for staff.

8. What types of district professional development has staff attended? How is implementation monitored? What impact has it had on student performance?

9. What type of campus professional development has staff attended to address sub-populations? How is implementation monitored? What impact has it had on student performance?

10. How frequently is professional development offered at the district and campus level?

11. Describe how district-level departments contribute to improving student academic performance on your campus for this focus area?

Focus Area

Technology

District Number:_____ District Name:_____

Focus Area Guiding Questions

1. Describe the technology needs of your campus.

2. Describe your campus vision for instructional technology to improve student academic achievement.

3. What is the technology proficiency for staff and students? How is the campus supporting improvement of technology proficiency?

4. List technology professional development available to staff members. How is implementation monitored?

5. What impact has technology professional development had on student and staff performance?

6. In which core content areas is the campus using technology to improve student achievement and how?How does the data support the impact on improving student performance?

7. Describe how district-level departments contribute to improving student academic performance on your campus for this focus area.

Goal #4

In an effort to increase academic growth, CHS will incorporate sheltered instructional practices within the curriculum along w/ a character development program to reduce out of class placements due to behavioral issues by May of 2024 and shown through State assessment scores.

ACTIVITY / STRATEGY	Visual aids, modeling, demonstrations, graphic organizers, vocabulary previews, predictions, adapted texts, cooperative learning, peer tutoring, multicultural contents, P.B.L., incorporating pop culture, native language support, character development track {intervention/ rehabilitation before OCS/MET
PERSON(S) RESPONSIBLE	All
TIMELINE	By May 2024
EVIDENCE OF IMPLEMENTATION	Benchmark scores, state testing scores, ~~etc.~~
EVIDENCE OF IMPACT	Student growth
COMMUNITY INFLUENCE:	

Comprehensive Needs Assessment
Sub-Committee Agenda Documentation Form

Date: **8/30/2023** Time: **4:00** Facilitator/Title: _____

District Name: **Carthage ISD (CHS)** District Number: _____

Sign-in Name, Role, Signature

Name	Role	Signature
Chris Stacy	A.P.	Ch P Sty
Michelle Cocklin	Teacher	mc
Lacie LaBrone	Parent	LLaBrone
Anthony Edwards	Parent/Community Member	Anthony Edwards

CNA Discussion Topic/Topics

Topic	Minutes
Student Achievement	Great scores Small Gaps in subpops - ENGLI

Topic	Minutes
Curriculum & Instruction	

Facilitator's Signature: _____ Date: _____

Focus Area

Student Achievement

District Number:_____ District Name:_____

Focus Area Guiding Questions

1. List identified priorities based on achievement data disaggregated by sub-population categories. *English 1 - AA lower than other courses*

   close gaps between sub-pops (math + English have larger gaps)

2. In which content areas are we showing growth? At what percentage rate based on your campus data?

   Alg. 1 - 12%.   Biology - 8%.

3. Which sub-population groups are making progress on your campus? Why?

   Sp. ed - Eng. 2

4. List intervention strategies/activities that improve student achievement on your campus. Which sub-population are improving? Why?

   Sp. ed - Eng. 2   econ. dis.

5. What does your campus data results reflect in the core content areas?

   core classes are strong - need to work on closing gaps w/ sub pops

6. What are the student mobility rates?

   15 - 20%. ?

7. What are the student dropout rates by sub-population?

8. What are the student attendance rates by sub-population?

9. How are you integrating your Targeted Improvement Plan into your current Campus Improvement Plan and Comprehensive Needs Assessment?

10. What instructional supports are in place at your campus to ensure all students succeed and how do they address all sub-populations? Administrative supports?
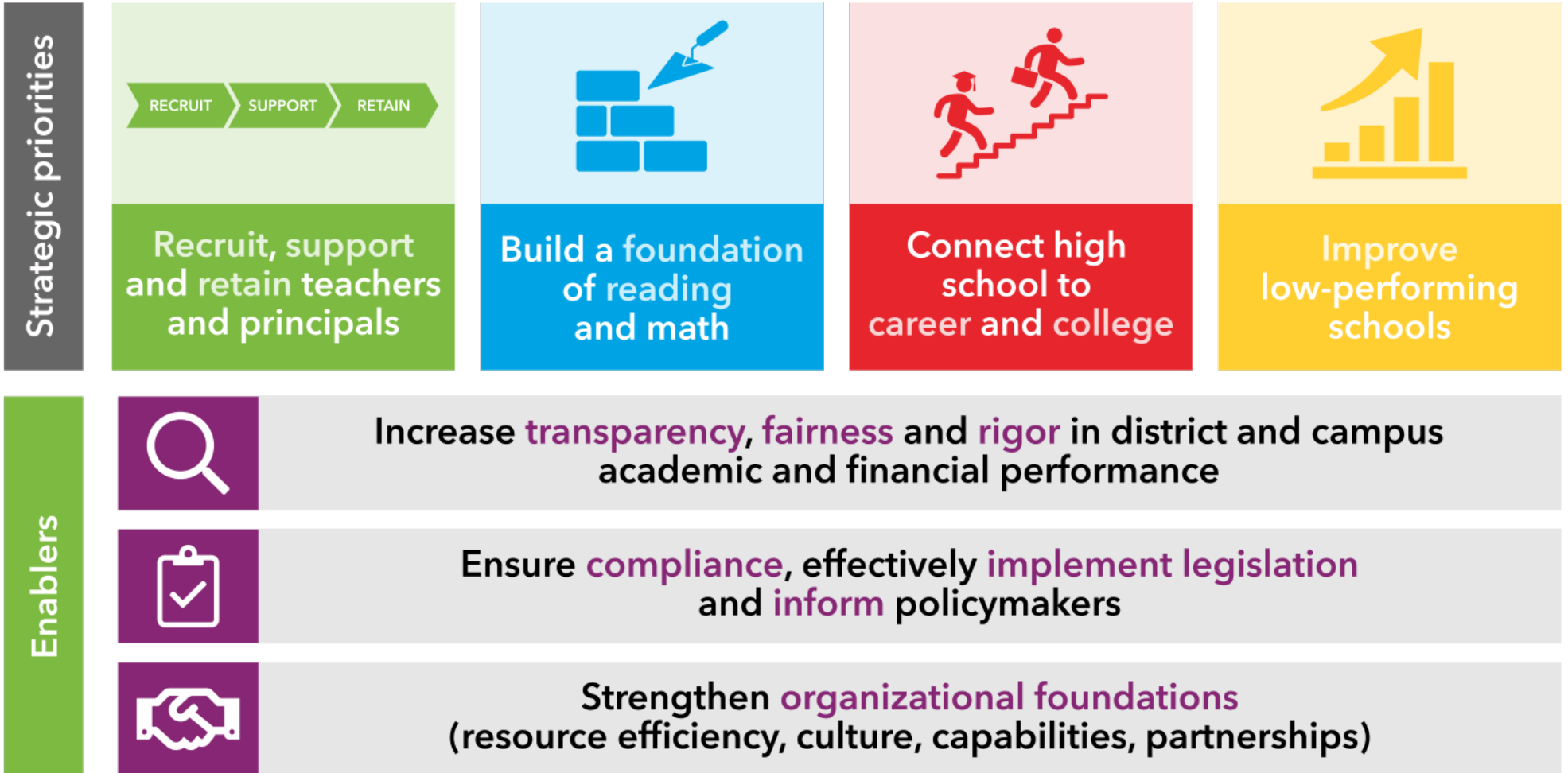
Focus Area

Curriculum & Instruction

District Number:_____ District Name:_____

Focus Area Guiding Questions

1. How is campus data used to determine instruction and assessment decisions to improve student academic achievement? *used to g develop lesson plans, make adjustments to curriculum/instruction, plan tutorials/intervention*

2. How do staff members express high expectations for student achievement? Is the curriculum aligned with the State's challenging academic content standards? How are high expectations set in subjects for which the State has not established standards? Have teachers participated in a curriculum alignment process? *teachers focusing on getting more students to meets/masters level (higher standards)*

3. What instructional materials are used in the school? Are they up-to-date, and do they reflect the State's academic content standards?

4. Is there scientifically-based research that supports the curriculum and the instructional program being used in the school?

5. What assessment instruments, including diagnostic assessments, are routinely used to measure student achievement? What role do teachers play in deciding what assessments will be used to measure student achievement? *six week/benchmark tests*

6. How are assessment results used? *used to guide in is instruction + intervention*

7. Is instructional technology available to all students? Do teachers integrate technology into teaching?

8. Does the school evaluate curriculum and instruction to determine whether they address the needs of all students?

9. Based on campus data how are instruction and assessment aligned? How are they aligned to support and challenge student sub-population?

Every child, prepared for success in college, a career or the military.

Strategic priorities

RECRUIT > SUPPORT > RETAIN			
Recruit, support and retain teachers and principals	**Build a foundation of reading and math**	**Connect high school to career and college**	**Improve low-performing schools**

Enablers

Increase **transparency**, **fairness** and **rigor** in district and campus academic and financial performance

Ensure **compliance**, effectively **implement legislation** and **inform** policymakers

Strengthen **organizational foundations** (resource efficiency, culture, capabilities, partnerships)

*adapted from TEA Strategic Plan - https://tea.texas.gov